FACT FILE: Average Salaries of Full-Time Faculty Members at 1,800 Institutions

The following table shows average faculty salaries by rank at more than 1,800 colleges, universities, and multi-campus systems in 1989-90.

The salaries are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a nine-month work year. The figures cover full-time members of each institution's instructional staff except those in medical schools.

The designations I, IIA, IIB, III, and IV are defined in the rating table to the right, which gives the percentile distributions of salaries for each academic rank.

Average faculty salaries for institutions without ranks, most of which are two-year colleges, appear in a table on Page A15.

The figures were compiled for the American Association of University Professors by Maryse Eymonerie Associates.

A dash appears whenever an institution has fewer than six faculty members in a given rank. A blank space indicates the institution has no faculty members at that rank. The tables omit footnotes qualifying the information reported by some institutions.

The full salary report appears in the March-April issue of *Academe*, the association's magazine. It is available for $30 prepaid from the A.A.U.P., 1012 14th Street, N.W., Suite 500, Washington 20005; (202) 737-5900.

To purchase special tabulations and supplementary tables, contact Maryse Eymonerie Associates at P.O. Box 7893, Hilton Head, S.C. 29938; (803) 785-5346.

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama St U, IIA	37.8	32.3	28.8	21.7
Auburn U				
Main, I	50.1	38.5	33.2	22.6
Montgomery, IIA	44.1	35.6	29.7	23.5
Birmingham Southern C, IIB	44.8	33.8	27.5	
Huntingdon C, IIB	31.1	27.3	25.7	—
Jacksonville St U, IIA	40.2	36.3	30.5	26.9
Judson C, IIB	29.5	—	23.1	—
Livingston U, IIB	32.8	27.2	23.4	—
Samford U, IIA	47.3	35.1	29.9	—
Spring Hill C, IIB	37.9	32.3	25.5	—
Stillman C, IIB	29.8	24.0	22.9	19.1
Troy St U				
Main, IIA	40.0	32.3	28.5	23.2
Dothan, IIA	39.6	32.4	34.5	—
Montgomery, IIA	35.8	31.2	29.4	—
U of Alabama				
Birmingham, I	50.4	36.4	31.0	23.7
Huntsville, IIA	53.0	38.2	34.1	27.8
Tuscaloosa, I	51.8	38.8	31.5	22.6
U of Montevallo, IIA	37.4	31.2	27.4	—
U of North Alabama, IIA	42.6	35.8	29.8	24.5
U of South Alabama, IIA	44.0	34.7	32.5	25.4

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
Alaska Pacific U, IIA	48.8	41.6	37.2	—
U of Alaska				
Anchorage, IIA	55.3	48.4	38.0	38.9
Fairbanks, I	62.4	48.9	40.3	32.8
Southeast, IIA	52.7	46.2	36.8	32.4

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Grad Sch of International Mgmt, IIA	46.4	38.1	34.2	—
Arizona St U, I	55.1	41.5	35.0	26.7
Grand Canyon U, IIB	33.0	28.9	24.4	—
Northern Arizona U, I	47.2	38.0	31.4	21.1
U of Arizona, I	57.2	41.6	35.4	25.6

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C, IIB	39.2	33.6	27.9	22.9
Arkansas St U				
Main, IIA	42.8	36.4	29.1	22.7
Beebe, III	—	—	14.8	20.0
Arkansas Tech U, IIB	37.3	31.9	29.1	22.1
Hardin U Main, IIB	31.6	27.2	25.0	23.4
Henderson St U, IIB	36.5	31.6	27.4	20.5
Hendrix C, IIB	40.2	33.4	29.1	
John Brown U, IIB	34.3	29.7	25.9	—
Ouachita Baptist U, IIB	35.6	30.5	24.3	22.1
Southern Arkansas U				
Main, IIB	37.9	32.9	28.1	22.8
Tech, III	—	25.6	25.1	—
Southern Baptist C, III	—	—	22.8	19.4
U of Arkansas				
Fayetteville, I	48.2	36.8	31.9	22.5
Little Rock, IIA	44.9	37.3	30.9	23.9
Monticello, IIB	36.9	31.6	26.9	23.4
Pine Bluff, IIB	36.0	32.6	28.6	22.6
U of Central Arkansas, IIA	43.3	34.6	28.7	22.4
U of the Ozarks, IIB	26.4	24.3	22.4	—

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Azusa Pacific U, IIA	33.2	29.4	26.4	22.5
Biola U, IIA	39.0	31.6	25.1	22.9
California Inst of Tech, I	80.7	61.3	48.4	
California Lutheran U, IIA	41.8	33.1	29.0	25.9
Cal Maritime Acad, IIB	48.5	40.0	—	29.9
California St U				
Bakersfield, IIA	57.0	44.1	35.7	29.6
Cal Poly San Luis Obispo, IIA	56.8	46.6	36.5	29.4
Chico, IIA	56.8	45.0	36.4	31.8
Dominguez Hills, IIA	56.9	44.0	37.8	28.5
Fresno, IIA	57.1	44.0	35.7	30.4
Fullerton, IIA	57.1	45.3	36.0	27.7
Hayward, IIA	57.0	45.1	35.8	30.8
Humboldt St U, IIA	56.3	44.7	35.9	—
Long Beach, IIA	57.0	45.3	36.9	31.0
Los Angeles, IIA	56.9	45.7	37.4	—
Northridge, IIA	57.3	44.5	36.8	31.6
Pomona, IIA	57.4	45.7	38.5	31.6
Sacramento, IIA	57.3	43.8	37.4	—
San Bernardino, IIA	56.4	44.6	36.8	29.2
San Diego St U, IIA	56.9	45.3	37.6	31.2
San Francisco St U, IIA	56.5	45.2	36.4	30.7
San Jose St U, IIA	56.9	45.1	37.6	32.2
Sonoma St U, IIA	56.7	44.8	35.8	—
Stanislaus, IIA	56.8	42.7	35.0	29.8
Chapman C, IIA	45.0	38.6	32.5	—
Claremont Graduate Sch, I	64.2	47.1	35.0	
Claremont McKenna C, IIB	58.5	42.1	35.1	—
C of Notre Dame, IIB	37.7	30.3	26.2	—
Golden Gate U, I	50.8	46.1	40.2	

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Harvey Mudd C, IIB	64.0	46.2	37.9	—
Holy Names C, IIA	33.6	29.4	25.7	—
Loma Linda U, IIA	37.2	30.6	27.0	21.3
LA C of Chiropractic, IIA	41.1	30.9	26.2	—
Loyola Marymount U, IIA	58.6	45.5	34.2	24.2
Mennonite Brethren Biblical Sem, IIA	—	32.5	—	
Mills C, IIA	52.3	39.7	31.9	—
Monterey Inst of International Studies, IIA	42.1	33.2	28.0	24.6
Mount Saint Mary's C, IIB	37.2	33.1	27.5	23.8
Occidental C, IIB	55.4	42.0	34.7	27.2
Ohlone C, III	50.3	43.0	42.6	38.9
Pacific Union C, IIB	30.7	28.3	26.6	—
Palomar C, III		48.1		37.2
Pepperdine U, IIA	56.6	45.2	39.7	
Pitzer C, IIB	55.8	—	31.4	—
Point Loma Nazarene C, IIB	42.8	32.9	29.1	—
Pomona C, IIB	61.2	45.2	36.2	—
Saint Mary's C of Cal, IIA	52.0	41.0	33.0	
Santa Clara U, IIA	65.9	46.0	39.7	
Sch of Theol Claremont, IIA	43.8	—		
Scripps C, IIB	54.6	42.2	32.7	—
Southern California C, IIB	39.3	36.0	29.3	—
Southwestern U, IIA	61.2	—	—	—
Stanford U, I	79.2	55.3	43.8	
U of California				
Berkeley, I	72.4	47.4	39.9	
Davis, I	63.5	43.0	37.4	
Irvine, I	67.1	45.5	39.0	
Los Angeles, I	70.1	44.6	39.7	
Riverside, I	62.7	42.6	36.1	
San Diego, I	68.5	45.2	38.4	
San Francisco, I	58.9	42.1	37.3	
Santa Barbara, I	66.8	43.3	38.8	
Santa Cruz, I	63.0	43.3	37.0	
U of La Verne, IIA	38.3	28.8	24.6	—
U of the Pacific, IIA	47.4	39.2	32.1	26.3
U of Redlands, IIA	46.4	38.1	32.0	
U of San Diego, IIA	58.1	42.0	35.4	—
U of San Francisco, IIA	58.2	44.1	36.6	
U of Southern California, I	69.3	48.8	41.0	43.7
Westmont C, IIB	40.8	34.6	28.5	—
Whittier C, IIA	45.5	34.2	32.8	—

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Aims CC, III	35.0	29.2	27.1	22.9
Colorado C, IIB	52.8	40.1	32.7	
Colorado Mountain C, III	32.7	27.4	23.6	—
Colorado Sch of Mines, IIA	51.9	39.7	35.8	—
Colorado St U Sys				
Colorado St U, I	50.8	39.3	34.2	—
Fort Lewis C, IIB	38.7	32.1	30.5	—
U of Southern Colo, IIA	41.4	35.1	31.3	25.4
Denver Conservative Baptist Sem, IIA	27.9	—	—	
Iliff Sch of Theology, IIA	49.1	—	—	
Regis C, IIB	38.3	34.4	26.7	
St C's in Colorado				
Adams St C, IIA	40.4	32.5	29.4	26.7
Mesa St C, IIB	38.2	31.4	27.0	19.4
Metropolitan St C, IIB	40.8	35.5	29.6	23.2
Western St C, IIB	39.7	31.8	26.3	24.3
U of Colorado				
Boulder, I	55.6	43.0	38.1	29.6
Colorado Springs, IIA	47.6	38.5	34.1	22.0
Denver, IIA	50.9	41.6	35.3	28.8
Health Sciences Ctr, IIA	58.8	43.5	35.1	—
U of Denver, I	50.8	38.5	34.0	37.7
U of Northern Colorado, I	45.0	36.4	30.5	23.4

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C, IIB	35.4	28.4	24.3	—
Asnuntuck CC, III	42.9	—	—	30.4
Connecticut C, IIB	48.6	38.6	30.2	27.2
Connecticut St U Sys				
Central Conn St U, IIA	56.3	45.4	36.7	29.3
Eastern Conn St U, IIA	53.7	42.8	33.1	—
Southern Conn St U, IIA	53.8	44.1	36.2	28.4
Western Conn St U, IIA	54.3	44.4	36.5	27.8
Fairfield U, IIA	53.0	42.7	35.2	28.2
Hartford Grad Ctr, IIB	60.3	51.5	45.5	—
Mattatuck CC, III	48.3	39.3	38.2	30.4
Middlesex CC, III	47.8	40.9	37.3	29.2
Norwalk CC, III	48.8	39.6	35.2	30.9
Quinebaug Valley CC, III	45.9	—	—	—
Quinnipiac C, IIB	49.2	40.1	32.7	27.5
Sacred Heart U, IIB	42.0	35.4	30.1	25.3
Saint Joseph C, IIA	36.9	32.2	27.5	—
South Central CC, III	45.4	37.2	35.4	29.7
Trinity C, IIB	57.3	43.3	31.8	—
Tunxis CC, III	45.3	—	32.5	29.2
U of Bridgeport, IIA	55.5	44.4	37.0	30.2
U of Connecticut, I	64.8	48.8	40.2	36.1
U of Hartford, IIA	49.2	39.7	33.4	30.5
U of New Haven, IIA	45.9	40.7	35.7	—

CONNECTICUT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Wesleyan U, IIA	63.0	42.6	35.9	—
Yale U, I	77.5	47.3	36.8	31.7

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Delaware St C, IIA	43.1	35.5	30.6	25.3
U of Delaware, I	58.3	42.2	34.5	24.8
Wesley C, IIB	36.3	31.4	28.2	24.2

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U, I	63.4	45.7	38.2	28.7
Catholic U of America, I	54.4	39.3	33.0	27.5
Gallaudet U, IIA	56.3	41.8	34.4	27.8
George Washington U, I	63.2	45.4	37.0	30.6
Georgetown U, I	72.3	47.6	35.5	29.6
Howard U, I	55.7	40.7	33.4	30.2
Mount Vernon C, IIB	—	34.2	27.0	
Wesley Theol Sem, IIA	36.8	—	—	—

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Barry U, IIA	41.7	35.4	31.0	24.5
Brevard CC, III	37.4	35.3	30.7	27.1
Eckerd C, IIB	42.6	34.6	29.4	
Embry-Riddle Aeronautical U, IIA	45.0	34.7	28.9	
Florida Southern C, IIB	36.0	30.5	26.1	25.6
Gulf Coast CC, III	38.1	36.8	30.7	25.9
Hillsborough CC, III	41.6	37.2	32.2	32.1
Indian River CC, III	49.9	44.5	38.4	31.5
Jacksonville U, IIB	33.5	27.7	24.9	
John B Stetson U, IIA	52.2	38.3	30.6	21.4
Manatee CC, III	35.1	29.1	24.4	21.4
Miami-Dade CC, III	43.9	36.9	30.5	26.4
Palm Beach CC, III	42.7	40.1	35.4	33.6
Pensacola JC, III	30.7	27.0	21.7	19.9
Rollins C, IIB	48.2	37.2	29.1	22.7
St U Sys of Florida				
Florida Atlantic U, IIA	50.9	39.2	35.7	25.7
Fla International U, IIA	51.0	40.1	35.4	26.2
Florida St U, I	52.3	37.9	32.9	23.8
U of Florida, I	61.4	47.7	43.5	33.1
U of North Florida, IIB	46.4	36.6	32.6	25.8
U of West Florida, IIA	45.5	35.5	31.6	27.0
U of Miami, I	56.9	41.5	36.8	27.0
U of Tampa, IIB	40.9	32.5	27.5	20.1

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Abraham Baldwin Ag C, III	36.8	33.8	29.5	24.2
Agnes Scott C, IIB	46.5	37.4	30.5	—
Andrew C, III	—		22.2	—
Armstrong St C, IIB	41.7	35.3	28.1	22.6
Atlanta Christian C, IIB	27.3	—		
Atlanta Metropolitan C, III	—	32.2	29.6	—
Augusta C, IIA	44.9	34.5	30.1	25.0
Berry C, IIB	43.0	33.6	27.8	—
Brenau C, IIB	35.6	30.7	23.9	—
Brunswick C, III	37.7	34.2	27.9	25.3
Columbia Theol Sem, IIA	37.4	—	—	
Covenant C, IIB	35.6	32.1	25.1	
Dekalb C, III	40.1	36.0	29.3	24.6
East Georgia C, III	—	32.1	29.2	—
Emory U, I	63.3	44.1	34.3	28.5
Floyd C, III	41.2	29.3	27.7	23.3
Gainesville C, III	40.7	31.7	28.3	24.1
Georgia C, IIA	40.5	33.5	31.1	21.8
Georgia Inst of Tech, I	61.3	45.3	41.4	22.5
Georgia Southern C, IIB	43.9	36.8	28.7	23.0
Ga Southwestern C, IIB	40.9	34.7	30.5	—
Georgia St U, I	57.0	41.4	34.3	24.1
Interdenominational Theological Center, IIA	35.9	29.9	—	
Kennesaw St C, IIB	47.3	37.8	30.8	24.0
Macon C, III	38.7	33.2	28.0	24.3
Mercer U all campuses, IIA	46.8	35.7	30.5	25.4
Oglethorpe U, IIB	39.8	33.3	28.3	
Paine C, IIB	—	24.1	20.2	16.9
Shorter C, IIB	32.9	26.8	25.7	21.7
Southern C of Tech, IIB	40.3	34.4	31.4	23.9
Spelman C, IIB	44.5	34.3	27.4	23.5
U of Georgia, I	55.8	39.0	33.6	22.7
Valdosta St C, IIA	43.9	36.3	30.1	25.1
Wesleyan C, IIB	35.3	30.4	26.9	—
West Georgia C, IIA	43.0	34.5	31.0	22.7

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
Chaminade U of Honolulu, IIB	29.0	26.1	21.5	—
U of Hawaii				
Hilo, IIB	46.5	38.0	32.1	—
Manoa, I	56.2	42.5	36.2	28.1
West Oahu, IIB	40.4	—	—	

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Boise St U, IIA	38.3	33.4	30.6	25.7
C of Idaho, IIB	35.0	29.1	23.9	—
C of Southern Idaho, III	30.0	26.9	23.7	19.7
Idaho St U, IIA	39.4	33.4	28.8	26.0
Lewis-Clark St C, IIB	33.1	29.2	25.0	
U of Idaho, I	44.6	35.5	32.5	24.1

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	47.4	38.0	29.4	26.4
Aurora U, IIB	40.9	32.6	29.6	
Bd of Govs of St C's & U's				
Eastern Illinois U, IIA	41.6	34.9	30.9	22.5
Northeastern Ill U, IIA	41.2	34.4	30.7	—
Western Illinois U, IIA	42.7	37.3	32.3	20.5
Black Hawk C, III	39.8	33.6	27.8	24.3
Bradley U, IIA	47.0	39.0	32.2	21.5
Concordia C, IIB	31.9	28.3	23.2	
DePaul U, IIA	56.8	43.7	35.8	29.6
Elmhurst C, IIB	42.7	35.2	28.3	25.9
Eureka C, IIB	32.6	28.2	24.7	
Garrett-Evangelical Theological Sem, IIA	43.1	—	—	—
Greenville C, IIB	29.8	26.6	23.6	—
Illinois Benedictine C, IIA	40.0	32.0	30.1	
Illinois Central C, III	38.7	34.5	27.7	24.5
Illinois C, IIB	39.4	33.8	26.5	—
Illinois Inst of Tech, I	59.2	42.7	37.2	26.7
Illinois St U, I	50.1	39.0	32.2	
Illinois Wesleyan U, IIB	43.4	33.4	28.8	24.7
John A Logan C, III	40.9	34.6	28.4	28.3
Judson C, IIB	35.7	31.3	26.9	—
Knox C, IIB	43.8	35.3	30.0	24.3
Lake Forest C, IIB	54.2	41.4	32.6	—
Lewis U, IIA	38.1	31.8	28.0	24.2
Loyola U of Chicago, I	56.8	43.5	35.8	31.2
Lutheran Sch of Theol, IIA	39.6	—	—	
MacCormac C, III	—	24.5	21.6	—
MacMurray C, IIB	26.6	22.6	21.3	19.4
McKendree C, IIB	36.7	31.1	28.6	—

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$72,300	$65,200	$61,000	$55,900	$50,600
Associate professor	49,300	46,900	44,000	41,400	38,100
Assistant professor	41,700	38,700	36,800	35,000	33,000
Instructor	36,900	31,000	28,300	25,700	23,100

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$59,900	$53,300	$48,100	$43,600	$39,600
Associate professor	45,500	42,600	39,300	35,700	33,100
Assistant professor	38,500	35,400	32,700	30,500	28,300
Instructor	31,800	28,800	26,400	24,100	22,500

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$53,600	$45,000	$39,900	$35,000	$31,000
Associate professor	41,300	36,700	33,100	30,100	27,100
Assistant professor	33,500	30,400	28,100	25,700	23,600
Instructor	29,100	25,900	23,700	21,900	20,000

Category III: 2-Year Institutions With Academic Ranks

	1+	1	2	3	4
Professor	$49,900	$45,400	$40,700	$37,300	$32,400
Associate professor	41,300	38,100	34,600	32,200	27,700
Assistant professor	36,100	32,200	29,900	27,900	24,600
Instructor	30,900	28,000	25,700	24,000	21,300

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
All	$45,600	$37,800	$31,400	$28,100	$25,400

Note: Scale is based on the distribution of 2,127 institutions by average salary for 1989-90, rounded to the nearest hundred dollars. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $63,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th percentile ($61,000) and the 80th percentile ($65,200).

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Mennonite C of Nursing, IIB			—	23.4
Millikin U, IIB	44.9	36.2	28.1	23.9
Monmouth C, IIB	39.2	33.0	25.7	23.7
Moraine Valley CC, III	44.1	36.4	32.1	30.1
National C of Education, IIA	44.0	35.1	28.8	23.0
North Central C, IIB	42.3	35.4	30.7	26.8
North Park C, IIB	35.0	29.0	25.1	—
Northern Illinois U, I	51.9	40.6	32.7	19.8
Northwestern U, I	69.2	47.3	41.7	
Olivet Nazarene U, IIA	29.8	26.3	23.1	—
Parks C of Saint Louis U, IIB	40.1	33.3	29.4	—
Principia C, IIB	41.4	34.8	29.9	—
Quincy C, IIB	31.4	30.8	23.8	—
Richland CC, III	34.7	33.1	28.0	—
Rockford C, IIB	31.5	27.5	23.6	—
Roosevelt U, IIA	39.6	34.2	31.7	24.4
Rosary C, IIB	—	32.7	30.6	—
Saint Xavier C, IIB	38.6	32.1	24.7	21.5
Sangamon St U, IIA	45.2	38.8	32.0	—
Sauk Valley CC, III	36.3	32.4	27.2	—
Southern Illinois U				
Carbondale, I	50.8	39.4	32.2	25.4
Edwardsville, IIA	48.0	41.1	33.8	28.2
Trinity Christian C, IIB	35.8	32.9	28.7	—
Trinity C, IIB	33.4	29.2	24.9	—
Trinity Evangelical Divinity Sch, IIA	41.3	35.0	30.0	—
U of Chicago, I	72.5	47.4	41.4	30.3
U of Illinois				
Chicago, I	58.9	42.1	37.4	27.2
Urbana-Champaign, I	61.8	44.6	39.2	—
Wheaton C, IIA	42.9	36.2	29.7	—

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Ball St U, I	44.2	36.3	29.0	18.9
Butler U, IIA	44.6	37.2	31.4	29.2
De Pauw U, IIB	46.6	36.5	29.5	
Earlham C, IIB	43.4	31.4	28.2	
Franklin C of Indiana, IIB	32.5	29.3	26.5	
Goshen C, IIB	31.6	28.3	25.2	
Grace Schs, IIB	31.7	25.4	—	—
Hanover C, IIB	43.9	33.2	26.7	23.1
Huntington C, IIB	38.2	32.5	26.4	22.4
Indiana St U, I	44.9	35.3	28.8	21.9
Indiana U				
Bloomington, I	58.0	41.1	33.8	—
East, III	—	—	26.6	
Indianapolis, IIA	54.2	39.4	33.9	—
Kokomo, IIB	41.7	36.4	30.5	
Northwest, IIA	48.9	38.2	30.3	
Purdue U Fort Wayne, IIA	44.3	36.6	28.9	19.3
South Bend, IIA	43.6	36.9	31.3	—
Southeast, IIA	44.9	35.6	27.9	
Indiana Wesleyan U, IIB	30.9	26.0	21.6	—
Manchester C, IIB	36.3	28.6	27.2	23.0
Oakland City C, IIB	—	22.3	21.0	—
Purdue U				
Main, I	62.4	43.6	36.2	21.3
Calumet, IIA	46.2	37.0	32.0	21.5
North Central, III	41.0	35.0	28.4	
Rose-Hulman Inst of Tech, IIB	48.7	42.6	37.9	

INDIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Saint Joseph's C, IIB	35.1	30.9	29.4	—
Saint Mary's C, IIB	47.0	37.0	28.9	25.9
Saint Meinrad C, IIB	—	—	29.9	
Summit Christian C, IIB	—	21.5	19.3	
Taylor U, IIB	31.7	29.2	26.6	—
Tri-State U, IIB	33.5	31.2	24.3	—
U of Evansville, IIA	39.4	33.4	30.1	21.8
U of Indianapolis, IIA	39.7	33.5	29.5	26.2
U of Notre Dame, I	69.1	47.0	40.8	—
U of Southern Indiana, IIA	41.2	36.6	31.1	25.2
Valparaiso U, IIA	44.1	35.5	30.8	22.9
Vincennes U, III	36.2	30.2	26.2	22.2
Wabash C, IIB	51.5	38.4	31.3	—

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C, IIB	33.5	28.6	26.2	22.6
Buena Vista C, IIB	44.0	37.9	30.6	24.8
Central U of Iowa, IIB	43.4	36.2	29.5	—
Clarke C, IIB	31.2	28.5	22.5	22.3
Coe C, IIB	41.3	33.3	27.0	
Cornell C, IIB	44.9	34.3	29.1	—
Dordt C, IIB	33.8	29.3	27.1	24.9
Drake U, IIA	48.2	37.3	31.5	26.3
Faith Baptist Bible C and Sem, IIB	23.2	—	—	
Graceland C, IIB	30.4	26.5	23.9	—
Grand View C, IIB	33.5	27.4	24.6	—
Grinnell C, IIB	52.9	39.7	32.2	29.2
Iowa Central CC, III	31.1	—	32.1	28.5
Iowa St U, I	60.5	44.9	36.6	23.1
Iowa Valley CC Dist, III	33.1	27.7	23.2	—
Loras C, IIB	35.3	30.2	26.8	—
Luther C, IIB	43.2	35.5	29.7	26.4
Marycrest C, IIB	—	29.0	24.5	—
Morningside C, IIB	33.6	27.9	26.5	—
Mount Mercy C, IIB	—	29.3	28.5	22.6
Northwestern C, IIB	33.4	28.8	24.7	19.7
Palmer C of Chiropractic, IIA	39.4	32.5	26.7	21.3
St Ambrose U, IIB	34.8	31.3	26.1	—
Simpson C, IIB	40.8	33.0	27.7	25.1
U of Dubuque, IIB	32.7	34.7	24.7	—
U of Iowa, I	61.2	46.0	38.5	33.2
U of Northern Iowa, IIA	49.7	41.1	34.0	26.2
Waldorf C, III	31.2	28.0	24.3	—
Wartburg C, IIB	36.8	32.1	26.0	—
Wartburg Theol Sem, IIB	33.6	—	—	
Westmar C, IIB	27.6	23.6	22.0	—
William Penn C, IIB	27.8	26.1	34.0	16.5

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U, IIB	29.8	25.8	21.6	
Benedictine C, IIB	29.2	25.1	21.4	—
Bethany C, IIB	32.6	28.0	24.0	—
Bethel C, IIB	27.5	25.0	22.2	—
Emporia St U, IIA	39.2	34.9	29.4	23.1
Fort Hays St U, IIA	41.1	34.1	30.0	24.5
Friends U, IIB	27.9	24.6	24.6	—
Kansas St U, I	49.0	37.8	32.5	24.2
Kansas Wesleyan, IIB	25.0	22.1	21.2	17.7
McPherson C, IIB	27.3	23.0	20.8	—

KANSAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Ottawa U, IIB	29.7	—	23.2	19.7
Pittsburg St U, IIA	41.2	35.3	30.0	24.8
Saint Mary C, IIB	30.1	25.0	22.1	20.7
Southwestern C, IIB	31.1	28.7	26.3	21.1
Tabor C, IIB	26.8	22.7	19.5	—
U of Kansas Main, I	51.5	39.5	33.1	25.8
Washburn U of Topeka, IIA	48.8	35.4	28.9	24.6
Wichita St U, IIA	51.1	36.7	31.3	22.8

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C, III	19.4	—	18.9	15.9
Asbury C, IIB	32.9	27.5	24.3	20.1
Asbury Theol Sem, IIA	37.6	—	—	—
Bellarmine C, IIB	39.6	32.5	27.6	24.5
Berea C, IIB	43.0	33.5	27.8	23.1
Brescia C, IIB	—	28.4	23.8	—
Campbellsville C, IIB	29.3	—	19.1	17.2
Centre C, IIB	43.7	36.4	29.7	26.8
Eastern Kentucky U, IIA	40.3	35.2	29.8	24.1
Georgetown C, IIB	34.9	29.2	25.1	—
Kentucky Christian C, IIB	16.2	—	12.9	18.6
Kentucky St U, IIB	41.2	34.4	29.4	24.0
Kentucky Wesleyan C, IIB	33.7	28.7	23.4	—
Lees C, III	—	—	—	18.2
Lexington Theol Sem, IIA	29.3	—		—
Lindsey Wilson C, IIB	—	27.5	23.4	20.5
Louisville Presbyterian Theological Sem, IIA	50.8	—	—	
Morehead St U, IIA	38.8	32.3	27.3	21.0
Murray St U, IIA	39.0	33.5	29.0	25.4
Northern Kentucky U, IIA	42.9	35.1	28.2	23.3
Pikeville C, IIB	28.1	26.5	23.8	—
Spalding U, IIB	29.1	26.8	23.9	19.4
Thomas More C, IIB	25.3	24.0	21.3	
Transylvania U, IIB	40.7	35.0	28.6	—
Union C, IIB	25.0	23.4	22.0	17.2
U of Kentucky, I	50.8	37.5	33.6	32.4
CC's, III	34.9	28.0	23.4	22.2
U of Louisville, I	49.5	37.8	30.8	23.1
Western Kentucky U, IIA	39.7	33.7	28.7	22.4

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C, IIB	44.3	33.4	27.2	20.1
Delgado CC, III	33.8	30.7	26.1	20.0
Dillard U, IIB	36.6	28.5	26.5	18.9
Grambling St U, IIA	35.2	33.5	28.2	22.2
Louisiana C, IIB	32.0	26.7	24.2	—
Louisiana St U Sys				
A&M C, I	51.0	37.3	32.5	22.4
Alexandria, III	33.5	27.8	24.6	19.3
Eunice, III	—	28.5	25.0	25.0
Shreveport, IIA	38.0	34.1	30.2	23.0
U of New Orleans, IIA	44.0	32.2	30.0	20.1
Louisiana Tech U, IIA	37.5	34.7	29.4	21.4
Loyola U, IIA	49.6	40.1	30.3	26.6
McNeese St U, IIA	38.6	33.1	28.0	22.6
Nicholls St U, IIA	36.4	31.3	28.2	22.8
Northeast Louisiana U, IIA	39.0	31.6	29.2	21.2
Northwest St U, IIA	31.2	29.1	26.1	22.4
Our Lady of Holy Cross C, IIB	—	24.3	21.1	26.0
Southeastern La U, IIA	34.4	32.1	27.3	22.0
Southern U and A&M C, IIA	31.9	30.6	26.5	21.8
Southern U New Orleans, IIB	32.6	30.1	25.4	21.8
Tulane U, I	59.2	44.5	36.9	27.2
U of Southwestern La, IIA	41.7	34.1	30.9	22.7

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bates C, IIB	53.8	40.0	31.7	30.1
Bowdoin C, IIB	56.7	41.0	33.2	28.1
Colby C, IIB	57.7	43.1	31.7	—
Maine Maritime Acad, IIB	44.4	27.6	29.2	—
Saint Joseph's C, IIB	—	28.7	24.9	
U of Maine Sys				
U of Maine, IIA	52.2	39.8	33.8	23.4
Augusta, III	39.5	30.5	27.2	—
Farmington, IIB	41.9	32.6	27.3	26.5
Fort Kent, IIB	39.0	30.8	29.0	—
Machias, IIB	40.6	35.1	25.7	
Presque Isle, IIB	41.2	32.7	28.0	—
U of Southern Maine, IIA	51.4	40.2	33.5	—
U of New England, IIB	36.0	31.3	26.3	—
Westbrook C, III	—	26.1	22.6	—

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	38.1	31.4	26.7	23.2
Anne Arundel CC, III	48.3	40.4	32.4	27.5
Capitol C, IIB	—	29.3	25.2	
Catonsville CC, III	52.3	40.8	33.5	26.2
Cecil CC, III	39.2	37.6	30.8	22.0
Chesapeake C, III	38.3	32.8	29.3	25.1
C of Notre Dame of Md, IIB	39.5	32.0	28.2	—
CC of Baltimore, III	40.1	33.5	29.0	24.9
Coppin St C, IIB	50.7	39.7	33.8	—
Dundalk CC, III	45.9	38.8	32.7	—
Essex CC, III	49.1	40.5	33.6	26.9
Frederick CC, III	—	36.7	30.3	—
Garrett CC, III	—	—	23.0	
Goucher C, IIB	46.7	35.0	29.1	—
Hagerstown JC, III	40.7	34.4	27.8	—
Harford CC, III	45.5	41.3	36.7	25.8
Hood C, IIA	48.9	38.3	29.9	—
Howard CC, III	48.2	38.3	32.8	27.1
Johns Hopkins U, I	68.5	47.5	37.7	32.9
Loyola C in Maryland, IIA	48.9	42.1	34.2	—
Montgomery C				
Germantown, III	46.0	36.7	32.0	—
Rockville, III	47.6	37.1	33.4	—
Takoma Park, III	47.3	35.0	31.6	—
Morgan St U, IIA	52.2	43.4	35.1	29.1
Mount Saint Mary's C and Sem, IIB	42.8	34.9	27.5	21.7
Prince George's CC, III	48.5	40.3	32.8	27.9
Saint Mary's C of Md, IIB	47.6	39.9	30.7	—
U S Naval Academy, IIB	50.7	38.7	32.4	25.1
U of Maryland Sys				
C Park, I	65.1	46.1	38.2	26.9
Baltimore County, IIA	62.6	44.4	38.1	25.9
Baltimore, I	65.7	49.9	38.7	29.3
Eastern Shore, IIA	49.2	44.1	37.6	—
Bowie St U, IIA	49.8	40.2	35.3	27.5
Coppin St C, IIB	50.7	39.7	33.8	—
Frostburg St U, IIA	49.2	40.7	35.1	29.6
Salisbury St U, IIA	51.6	42.3	34.5	28.7
Towson St U, IIA	52.0	43.3	36.0	29.2
U of Baltimore, IIA	61.0	54.2	41.8	—
Washington Bible C, IIB	—	22.3	—	
Washington C, IIB	44.3	36.6	27.9	
Western Maryland C, IIB	45.0	37.3	29.8	—
Wor-Wic Tech CC, III	—	—	31.3	26.9

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	62.1	43.3	36.0	
Andover Newton Theol Sch, IIA	38.9	29.1	—	
Anna Maria C, IIB	—	32.2	28.4	—
Assumption C, IIB	43.1	36.0	30.0	25.5
Atlantic Union C, IIB	26.3	25.1	25.6	—
Babson C, IIA	72.6	51.3	43.8	—
Bay Path C, III	—	29.8	25.0	—
Bentley C, IIA	61.6	49.3	41.2	34.6
Berklee C of Music, IIB	41.7	34.5	27.8	22.0
Boston C, I	61.4	46.0	38.8	40.8
Bradford C, IIB	—	33.0	26.7	23.7
Brandeis U, I	61.9	44.5	36.5	—
Clark U, IIA	59.9	43.3	35.3	—
C of the Holy Cross, IIB	58.4	42.6	33.8	—
C of Our Lady of the Elms, IIB	—	27.3	25.3	—
Dean JC, III	36.6	35.0	26.7	22.7
Eastern Nazarene C, IIB	32.9	28.6	24.5	—
Emerson C, IIA	61.5	43.9	34.7	—
Emmanuel C, IIB	41.7	36.2	29.4	—
Endicott C, III	31.1	27.9	26.4	22.5
Gordon C, IIB	37.2	30.8	26.8	—
Gordon-Conwell Theological Sem, IIA	43.7	36.2	—	
Hampshire C, IIB	48.4	38.3	30.8	
Harvard U, I	82.7	44.6	42.0	29.9
Lasell C, III	—	—	27.1	—
Mass Bd of Regents Sys				
U of Lowell, IIA	60.2	47.1	39.8	29.8
U of Mass Amherst, I	62.5	48.6	37.5	—
U of Mass Boston, IIA	58.9	48.5	39.6	—
Fitchburg St C, IIA	46.4	39.8	34.6	28.6
Mass Maritime Acad, IIA	48.0	45.2	38.0	
Salem St C, IIA	48.1	40.0	33.9	—
Westfield St C, IIB	45.9	38.8	34.1	
Worcester St C, IIA	47.1	41.1	34.3	28.2
Greenfield CC, III	38.6	32.3	28.6	—
Middlesex CC, III	38.9	32.2	29.7	28.1
Mount Wachusett CC, III	40.5	32.6	29.3	—
North Shore CC, III	41.4	34.1	29.9	27.9
Springfield Tech CC, III	41.5	33.8	31.3	25.8
Mass Inst of Tech, I	75.6	53.6	43.9	27.3
Merrimack C, IIB	47.8	36.4	30.3	
Mount Holyoke C, IIB	59.1	41.1	32.8	28.4
New England C of Optometry, IIB	45.3	38.8	—	—
Northeastern U, I	60.9	46.2	41.5	—
Pine Manor C, IIB	44.0	35.4	28.5	
Regis C, IIB	43.0	35.9	30.7	—
Simmons C, IIA	54.7	42.5	34.1	29.3
Smith C, IIA	60.1	42.8	33.9	27.6
Springfield C, IIA	46.0	36.6	26.9	25.0
Stonehill C, IIB	42.2	36.1	29.3	
Suffolk U, IIA	60.1	45.0	39.5	29.7
Tufts U, I	63.2	46.4	38.8	—
Wellesley C, IIB	60.0	43.2	35.2	—
Wentworth Inst of Tech, III	32.7	27.6	26.9	—
W New England C, IIA	55.5	41.6	38.7	29.9
Wheaton C, IIB	53.1	40.3	29.9	
Wheelock C, IIA	47.3	38.0	32.2	—
Williams C, IIB	58.8	41.7	35.6	
Worcester Polytech Inst, IIA	58.0	46.9	41.3	

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C, IIB	38.7	29.9	25.5	—
Albion C, IIB	45.5	37.1	29.9	—
Alma C, IIB	44.4	35.5	29.9	—
Aquinas C, IIB	37.4	31.4	26.2	—
Calvin C, IIB	39.9	35.4	30.4	25.0
Ctr for Creative Studies, IIB	36.7	33.2	22.8	—
Central Michigan U, IIA	48.6	41.2	33.4	25.9
Concordia C, IIB	31.8	27.7	24.4	—
Delta C, III	46.3	41.3	35.6	29.1
Eastern Michigan U, IIA	48.4	39.7	33.7	29.5
Ferris St U, IIB	42.5	37.1	33.4	30.8
GMI Engineering & Management Inst, IIB	48.4	39.9	35.5	—
Grand Rapids Baptist C and Sem, IIB	28.2	24.2	21.5	—
Grand Valley St U, IIA	46.6	39.3	29.5	25.1
Great Lakes Bible C, IIB	27.0	—		
Hope C, IIB	41.4	35.0	28.5	—
Kalamazoo C, IIB	46.4	37.3	30.6	—
Lake Superior St U, IIB	41.2	35.3	30.8	23.5
Lansing CC, III	39.1	35.6	32.2	28.4
Madonna C, IIB	37.2	31.6	27.7	24.8
Mercy C of Detroit, IIB	33.4	29.3	23.8	22.1
Michigan St U, I	57.1	43.5	34.9	26.2
Michigan Tech U, IIA	57.9	42.0	35.6	25.7
Nazareth C, IIB	32.1	27.4	23.7	—
Northern Michigan U, IIA	45.6	38.6	28.5	26.0
Oakland U, IIA	50.7	41.6	35.9	32.5
Olivet C, IIB	32.3	—	22.3	—
Saginaw Valley St U, IIA	42.4	36.6	31.7	28.0
Siena Heights C, IIB		29.8	27.3	—
Spring Arbor C, IIB	30.0	27.0	23.2	—
U of Detroit, IIA	46.2	37.7	32.1	23.6
U of Michigan				
Ann Arbor, I	67.3	50.0	41.8	—
Dearborn, IIA	47.8	37.4	33.3	
Flint, IIA	48.3	39.6	32.4	—
Wayne St U, I	57.6	44.2	38.8	—
Western Michigan U, I	48.8	39.6	32.8	21.5
Western Theol Sem, IIA	36.2	—	—	

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C, IIB	37.0	31.0	27.1	—
Bethel C, IIB	35.9	29.5	25.6	22.0
Carleton C, IIB	52.7	41.3	33.9	27.4
C of Saint Benedict, IIB	39.8	33.4	27.2	23.2
C of Saint Catherine, IIB	37.7	33.2	26.5	22.1
C of Saint Scholastica, IIB	42.3	33.3	28.1	26.7
C of Saint Thomas, IIA	48.1	37.0	31.9	26.9
Concordia C Moorhead, IIB	43.9	36.6	29.3	25.0
Concordia C Saint Paul, IIB	36.1	32.2	28.3	—
Gustavus Adolphus C, IIB	42.4	36.4	29.7	26.3
Hamline U, IIB	42.0	32.8	27.9	—
Macalester C, IIB	54.0	39.9	31.9	28.4
Minneapolis C of Art Design, IIB	36.0	30.1	25.0	—
North Central Bible C, IIB	—	25.4	21.5	
Northwestern C, IIB	33.1	28.8	26.3	—
NW C of Chiropractic, IIB	—	32.5	28.3	—
Saint John's U, IIB	45.8	37.2	30.1	24.9
Saint Mary's C, IIA	40.4	32.9	25.3	—
Saint Olaf C, IIB	48.1	37.2	30.5	26.4
St U Sys of Minnesota				
Bemidji St U, IIA	44.6	34.7	30.0	23.3
Metropolitan St U, IIB	49.7	39.3	31.8	—
Moorhead St U, IIA	50.5	40.1	31.9	25.2
Saint Cloud St U, IIA	47.7	38.7	31.6	24.4
Southwest St U, IIB	46.4	37.6	31.5	21.8
Winona St U, IIB	47.2	39.0	31.7	23.8
United Theological Sem of the Twin Cities, IIA	30.4	—	—	

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Minnesota				
Twin Cities, I	58.5	42.6	37.0	30.3
Duluth, IIA	49.0	38.7	32.0	28.1
Morris, IIB	46.6	35.2	30.5	25.8
Crookston, III	—	37.8	32.3	26.1
Waseca, III	—	35.0	31.2	24.0

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	34.4	31.6	25.3	19.3
Belhaven C, IIB	28.2	23.9	23.1	—
Delta St U, IIA	35.9	28.7	25.1	22.2
Jackson St U, IIA	35.8	32.9	27.8	22.8
Millsaps C, IIB	43.3	32.8	29.4	—
Mississippi St U, I	46.4	37.8	33.4	22.3
Miss U for Women, IIA	33.9	29.9	25.8	22.6
Mississippi Valley St U, IIB	31.0	27.1	23.8	21.4
Reformed Theol Sem, IIA	44.0	—	—	
Rust C, IIB	—	22.7	20.0	18.0
Tougaloo C, IIB	23.8	19.3	15.0	20.9
U of Mississippi, I	47.4	36.4	31.7	22.9
U of Southern Miss, I	50.5	38.1	32.3	23.9
William Carey C, IIB	25.9	23.8	20.8	—

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Assemblies of God Theological Sem, IIA	—	28.0	—	
Avila C, IIB	31.6	28.6	25.6	23.5
Central Bible C, IIB	30.6	25.2	22.1	—
Central Christian C of the Bible, IIB	25.5			
Central Methodist C, IIB	34.8	29.0	24.6	23.5
Central Missouri St U, IIA	43.5	37.5	32.0	24.1
Columbia C, IIB	30.8	28.4	25.2	22.8
Concordia Sem, IIA	30.7	27.9	23.5	—
Cottey C, III	31.7	25.5	21.8	—
Culver-Stockton C, IIB	37.4	30.0	24.6	—
Drury C, IIB	38.7	32.5	25.8	24.6
Evangel C, IIB	31.0	27.8	22.2	—
Fontbonne C, IIB	29.9	23.4	19.6	19.0
Hannibal-La Grange C, III	—	24.3	23.3	19.0
Harris-Stowe St C, IIB	34.2	28.7	29.8	25.0
Kansas City Art Inst, IIB	34.9	31.1	—	
Lincoln U, IIA	37.0	30.8	27.8	22.7
Lindenwood C, IIA	32.2	27.8	23.8	
Logan C of Chiropractic, IIB	41.9	30.9	29.2	21.9
Maryville C, IIB	38.0	30.1	25.4	21.1
Missouri Baptist C, IIB	—	—	21.5	21.1
Missouri Southern St C, IIB	44.3	36.5	30.5	26.8
Missouri Valley C, IIB	—	26.7	23.3	18.3
Missouri Western St C, IIB	42.0	35.5	29.2	25.1
Nazarene Theol Sem, IIA	33.3	—	—	
Northeast Mo St U, IIA	45.9	36.3	30.8	25.8
Northwest Mo St U, IIA	43.4	35.5	29.5	22.6
Park C, IIB	30.1	24.2	21.0	—
Rockhurst C, IIB	40.3	34.5	29.0	26.4
St Louis C of Pharmacy, IIB	43.7	37.5	32.6	—
St Louis CC				
Florissant Valley, III	45.2	39.4	33.6	—
Forest Park, III	45.0	39.6	32.1	27.6
Meramec, III	45.8	38.3	31.9	27.1
Saint Louis U, I	52.1	37.9	33.8	25.7
Sch of the Ozarks, IIB	39.1	32.9	30.2	
Southeast Mo St U, IIA	42.0	35.9	30.9	25.2

MISSOURI—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Southwest Baptist U, IIB	30.3	23.9	22.6	19.9
Southwest Mo St U, IIA	46.2	39.7	32.3	24.6
Tarkio C, IIB	—	31.7	24.4	—
U of Missouri				
Columbia, I	50.1	38.0	34.4	23.0
Kansas City, I	48.4	37.3	33.0	25.1
Rolla, I	52.5	41.5	36.9	—
St Louis, I	50.6	38.4	33.4	34.3
Washington U, I	62.5	45.6	36.4	28.7
Webster U, IIA	41.2	32.8	26.6	—
Westminster C, IIB	36.7	31.2	26.2	—
William Jewell C, IIB	36.3	30.5	26.0	—
William Woods C, IIB	30.7	23.4	23.9	20.7

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C, IIB	34.8	29.0	24.4	—
C of Great Falls, IIB	27.7	22.8	21.5	—
Montana U Sys				
Eastern Montana C, IIA	32.8	29.2	25.0	21.6
Montana C of Mineral Science and Tech, IIA	39.3	36.1	28.2	22.2
Montana St U, I	40.4	32.7	28.8	22.1
U of Montana, I	35.5	29.8	26.3	20.2
Western Montana C, IIA	31.1	25.6	21.7	—
Rocky Mountain C, IIB	30.8	26.2	21.2	—

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C, IIB	—	25.1	21.7	—
Bishop Clarkson C, IIB	39.7	33.8	31.0	—
Chadron St C, IIA	41.9	34.1	28.9	23.7
C of Saint Mary, IIB	—	32.5	29.6	—
Concordia Teachers C, IIB	28.7	26.3	22.0	—
Creighton U, IIA	53.1	38.0	30.3	21.8
Dana C, IIB	28.0	25.8	24.0	21.2
Doane C, IIB	36.8	31.1	26.9	—
Hastings C, IIB	33.6	29.9	24.5	20.9
Kearney St C, IIA	41.6	34.4	28.8	23.4
Midland Lutheran C, IIB	32.0	26.4	24.3	—
Nebraska Wesleyan U, IIB	38.6	31.0	27.2	—
Peru St C, IIB	42.4	34.4	29.9	23.4
Union C, IIB	26.0	23.5	22.4	—
U of Nebraska				
Lincoln, I	51.7	38.9	34.5	22.3
Omaha, IIA	43.0	35.7	32.2	29.7
Wayne St C, IIA	41.5	34.1	28.0	23.0

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Reno, I	53.0	41.4	35.2	—
Las Vegas, IIA	53.8	43.3	35.2	

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C, IIB	34.1	27.5	22.8	—
Dartmouth C, I	65.4	46.1	38.3	29.1
Franklin Pierce C, IIB	38.7	32.5	27.1	24.4
Franklin Pierce Law Ctr, IIA	60.4		—	
New England C, IIB	39.4	30.4	24.1	—
New Hampshire C, IIB	39.5	28.9	27.4	24.7
NH Tech C Manchester, III	31.2	26.4	—	—
NH Tech C Stratham, III	30.6	25.9	—	
Rivier C, IIA	—	33.2	28.3	—

NEW HAMPSHIRE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Saint Anselm C, IIB	43.3	35.5	29.1	—
U of New Hampshire, I	52.7	40.9	32.9	—

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Bergen CC, III	57.1	47.4	36.3	25.8
Bloomfield C, IIB	40.0	33.6	27.9	—
Caldwell C, IIB	35.7	29.8	23.6	—
Camden County C, III	47.2	43.4	38.0	—
Centenary C, IIB	—	26.6	22.8	17.4
C of Saint Elizabeth, IIB	36.2	33.0	26.8	—
County C of Morris, III	49.8	41.4	33.6	28.2
Cumberland County C, III	—	40.0	35.5	28.0
Drew U, I	52.2	41.5	31.6	28.1
Essex County C, III	49.4	41.8	35.0	26.6
Fairleigh Dickinson U, IIA	46.7	39.0	33.6	30.6
Felician C, IIB	—	29.2	24.5	20.8
Georgian Court C, IIB	39.1	32.8	30.6	24.5
Gloucester County C, III	44.5	42.6	40.0	35.6
Jersey City St C, IIB	54.0	43.8	34.6	—
Mercer County CC, III	45.9	39.4	32.0	25.3
Monmouth C, IIA	51.3	42.3	32.7	—
Montclair St C, IIA	53.3	43.3	35.1	27.0
New Jersey Inst of Tech, IIA	67.8	52.7	44.6	
Ocean County C, III	50.9	45.6	33.5	26.5
Passaic County CC, III	—	37.7	29.8	24.9
Princeton Theol Sem, I	60.8	—	37.5	—
Princeton U, I	75.8	47.4	36.5	30.5
Ramapo C of NJ, IIB	54.3	44.2	33.7	—
Rider C, IIA	54.9	44.6	39.7	—
Rutgers U				
Camden, IIA	69.9	50.4	39.8	27.3
Newark, IIA	70.0	51.9	43.1	29.8
New Brunswick, I	68.1	48.5	38.2	24.9
Saint Peter's C, IIB	37.4	30.9	26.2	23.8
Salem CC, III	—	—	33.2	28.3
Seton Hall U, IIA	57.2	43.1	34.3	28.8
Raritan Valley CC, III	47.1	38.9	34.0	25.8
Stevens Inst of Tech, IIA	59.9	46.2	38.3	—
Stockton St C, IIB	52.1	42.1	32.3	25.1
Trenton St C, IIA	54.0	44.2	35.7	—
Union County C, III	49.6	38.8	31.9	27.2
Upsala C, IIB	35.1	30.4	24.5	—
Westminster Choir C, IIA	34.1	28.1	22.8	—
William Paterson C, IIB	53.6	42.2	33.4	27.6

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Santa Fe, IIB	30.1	27.3	24.1	—
C of the Southwest, IIB	—	—	23.3	—
Eastern New Mexico U				
Main, IIA	41.6	33.8	28.9	23.3
Roswell, III		—	—	25.7
NM Highlands U, IIA	37.5	32.4	27.8	—
NM Inst of Mining and Tech, I	43.1	34.7	32.2	—
New Mexico St U				
Main, I	45.0	37.1	31.5	22.3
Alamogordo, III	—	30.5	—	24.4
Carlsbad, III	—	—	28.2	—
Dona Ana, III	—	—	26.1	22.5
San Juan C, III	35.0	30.5	28.4	27.8
U of New Mexico, I	48.4	35.9	33.0	—

Continued on Following Page

Average Faculty Salaries for 1989-90

	Public		Private, independent		Church-related		All	
	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase
Doctoral institutions								
Professor	$57,520	5.9%	$68,360	6.8%	$61,210	7.0%	$59,920	6.2%
Associate professor	42,010	6.0%	46,440	7.1%	43,810	6.4%	42,830	6.2%
Assistant professor	35,380	5.8%	39,110	7.5%	36,330	7.6%	36,110	6.2%
Instructor	24,570	4.7%	30,610	8.2%	31,190	4.8%	25,710	5.4%
Lecturer	27,420	—	34,510	—	27,400	—	29,110	—
All ranks	45,490	5.9%	53,690	7.0%	46,380	6.9%	47,080	6.2%
Comprehensive institutions								
Professor	$49,610	6.4%	$51,000	7.0%	$48,020	7.7%	$49,710	6.5%
Associate professor	39,690	6.5%	39,740	6.7%	38,090	6.9%	39,250	6.5%
Assistant professor	32,730	6.8%	32,780	7.1%	31,900	5.9%	32,640	6.7%
Instructor	25,110	7.3%	26,470	7.2%	25,160	7.3%	25,250	5.6%
Lecturer	25,630	—	29,510	—	33,960	—	26,290	—
All ranks	40,140	6.4%	40,370	6.9%	38,510	6.9%	40,010	6.5%
Baccalaureate institutions								
Professor	$43,270	5.4%	$46,830	6.1%	$37,620	6.6%	$42,180	6.1%
Associate professor	35,850	4.8%	35,940	6.2%	31,410	6.1%	34,030	5.8%
Assistant professor	29,650	4.7%	29,520	6.5%	26,390	5.9%	28,210	5.8%
Instructor	24,220	4.3%	24,100	5.6%	22,030	5.6%	23,210	5.1%
Lecturer	25,400	—	29,170	—	21,240	—	25,860	—
All ranks	34,420	4.9%	36,320	6.2%	30,480	6.2%	33,400	5.8%
2-year institutions with academic ranks								
Professor	$43,000	5.7%	$31,560	6.9%	$26,040	4.2%	$42,430	5.7%
Associate professor	35,990	6.3%	27,830	9.1%	25,130	5.5%	35,540	[illegible].4%
Assistant professor	30,560	5.8%	24,620	9.6%	22,490	5.3%	30,080	5.[illegible]%
Instructor	25,850	5.7%	18,840	4.5%	18,570	4.3%	25,240	5.7%
Lecturer	22,040	—	—	—	—	—	22,040	—
All ranks	34,560	5.9%	25,210	8.1%	23,000	6.1%	33,950	6.0%
Institutions without academic ranks								
All	$34,510	5.6%	$27,320	5.6%	$22,400	3.8%	$34,390	5.6%
All institutions except institutions without academic ranks								
Professor	$53,210	6.0%	$59,600	6.7%	$44,320	7.0%	$53,540	6.3%
Associate professor	40,250	6.1%	41,210	6.8%	35,320	6.4%	39,590	6.3%
Assistant professor	33,530	6.1%	34,030	7.1%	29,080	6.2%	32,970	6.3%
Instructor	25,040	5.1%	26,030	7.0%	23,110	5.9%	24,890	5.4%
Lecturer	26,500	—	33,050	—	27,110	—	27,780	—
All ranks	41,920	6.0%	45,080	6.8%	34,910	6.6%	41,650	6.1%

— No data reported.
Note: Salary figures are based on 2,127 institutions; percentage increases are based on 1,717 institutions.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

FACT FILE: Average Salaries of Full-Time Faculty Members at 1,800 Institutions—Continued

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Adelphi U, I	51.5	41.0	35.2	
Albany C of Pharmacy, IIB	45.1	37.9	31.0	—
Alfred U, IIA	47.1	39.1	33.6	26.1
Bard C, IIB	53.0	40.2	30.6	
Barnard C, IIB	60.3	37.6	33.2	24.2
Canisius C, IIB	47.0	40.2	32.5	—
Cazenovia C, IIB	33.7	—	25.8	22.2
Clarkson U, IIA	62.4	46.4	39.1	34.0
Colgate U, IIB	57.1	43.6	33.7	28.3
C of Aeronautics, III	38.8	35.9	30.4	—
C of Mount St Vincent, IIB	—	31.8	27.5	25.9
C of New Rochelle, IIA	45.3	37.4	30.5	—
C of Saint Rose, IIA	42.0	35.0	27.6	23.9
Columbia U, I	71.6	51.6	38.4	43.7
Columbia U Teachers C, I	61.8	47.0	36.3	22.2
Cornell U Endowed C's, I	67.3	46.6	39.5	—
Dominican C, IIB	—	34.5	29.1	24.2
D'Youville C, IIB	33.0	29.1	25.1	23.5
Elmira C, IIB	38.2	27.3	24.0	—
Fordham U, I	64.5	46.9	36.8	36.9
Hamilton C, IIB	53.1	40.0	31.6	29.1
Hartwick C, IIB	43.2	35.3	30.3	
Hobart and William Smith C's, IIB	56.2	45.0	33.5	—
Hofstra U, I	61.5	46.3	38.7	33.6
Houghton C, IIB	31.4	27.4	24.0	—
Iona C, IIA	51.1	38.3	33.4	29.6
Ithaca C, IIB	48.1	38.5	30.1	22.7
Keuka C, IIB	28.8	25.7	22.1	
Le Moyne C, IIB	45.4	37.3	30.4	—
Long Island U, IIA	50.8	42.2	34.3	28.5
Manhattan C, IIA	51.4	42.5	35.2	27.2
Manhattanville C, IIA	43.0	35.2	28.8	21.7
Marist C, IIB	48.4	39.2	31.6	24.9
Marymount C, IIB	42.5	36.4	30.7	—
Mercy C, IIB	42.9	33.7	27.7	—
Molloy C, IIB	43.0	34.1	28.1	22.4
Mount Saint Mary C, IIB	41.0	—	28.6	—
Nazareth C of Rochester, IIB	45.3	37.5	30.4	—
New York U, I	71.2	49.0	42.0	31.2
Niagara U, IIA	41.5	35.5	29.9	—
Pace U, IIA	53.6	42.7	35.4	—
Pace U Sch of Law, IIA	84.6	78.6		
Rensselaer Polytech Inst, I	66.3	48.1	41.2	
Rochester Inst of Tech, IIA	48.1	40.7	34.3	27.9
Russell Sage C, IIA	40.3	32.3	27.8	22.6
Russell Sage JC of Albany, III	30.6	25.8	22.0	21.5
Saint Bonaventure U, IIA	45.3	37.3	31.8	27.9
Saint Francis C, IIB	46.6	37.9	32.4	—
Saint John Fisher C, IIB	43.0	35.5	30.9	—
Saint Lawrence U, IIB	56.5	41.8	31.9	27.8
Saint Thomas Aquinas C, IIB	40.4	33.2	29.2	—
Siena C, IIB	42.3	33.7	28.4	—
Skidmore C, IIB	51.6	40.2	33.6	—
St U of New York				
Albany, I	66.7	49.1	36.9	
Binghamton, I	65.2	47.1	37.9	
Buffalo, I	69.2	50.3	37.6	23.3
Stony Brook, I	69.4	48.8	38.7	30.5
Empire St C, IIB	50.4	40.4	34.1	—
C at Brockport, IIA	55.4	45.5	37.0	
C at Buffalo, IIA	50.5	39.9	32.0	28.0
C at Cortland, IIA	49.7	39.2	30.6	—
C at Fredonia, IIA	53.0	41.4	32.6	26.9
C at Geneseo, IIA	52.0	40.5	31.0	27.2
C at New Paltz, IIA	52.4	43.2	35.3	—
C at Old Westbury, IIB	57.1	43.5	32.8	30.1
C at Oneonta, IIA	50.7	41.1	33.4	
C at Oswego, IIA	51.1	40.2	31.5	—
C at Plattsburgh, IIA	50.2	41.3	32.1	—
C at Potsdam, IIA	50.9	39.4	31.7	24.8
C at Purchase, IIB	49.5	38.6	30.8	
St C of Optometry, IIA	62.3	49.8	—	—
C of Tech Alfred, III	48.3	40.9	33.3	27.3
C of Tech Canton, III	43.7	34.8	33.0	28.5
C of Ag and Tech Cobleskill, III	46.5	36.7	31.2	25.3
C of Tech Delhi, III	44.6	35.7	30.1	21.7
C of Tech Farmingdale, III	48.1	40.1	31.7	25.9
C of Ag and Tech Morrisville, III	46.0	37.5	30.4	—
C of Environmental Science & Forestry, IIA	53.5	44.0	35.0	
Maritime C, IIB	52.6	39.2	33.6	—
C of Tech Utica-Rome, IIA	—	41.5	35.5	28.7
Fashion Inst of Tech, III	71.8	55.8	44.4	33.8
Cornell U Statutory C's, I	60.9	47.0	38.1	24.2
C of Ceramics at Alfred U, IIA	57.9	39.8	34.5	
Adirondack CC, III	41.1	32.3	28.1	22.5
Clinton CC, III	36.6	32.7	28.5	—
Columbia-Greene CC, III	43.1	36.6	31.4	21.3
CC of the Finger Lakes, III	40.6	33.1	27.9	25.0
Corning CC, III	42.6	32.0	26.3	23.1
Dutchess CC, III	47.4	40.9	32.2	25.7
Erie CC's, III	43.2	37.0	31.8	25.0
Fulton-Montgomery CC, III	39.0	34.5	26.7	21.2
Genesee CC, III	38.1	30.3	—	22.8
Herkimer County CC, III	40.9	34.1	25.7	21.8
Jamestown CC, III	40.5	33.6	28.3	24.2
Mohawk Valley CC, III	39.8	33.6	27.7	23.7
Monroe CC, III	47.6	40.6	34.2	28.6
Nassau CC, III	62.6	49.9	42.8	37.1
Niagara County CC, III	44.2	38.1	30.4	25.2
Onondata CC, III	40.7	34.4	28.6	23.3
Sullivan County CC, III	43.2	35.5	29.7	—
Tompkins Cortland CC, III	38.6	32.4	25.6	—
Syracuse U, I	56.9	40.7	34.3	28.2
Utica C, IIB	40.0	33.6	27.2	—
Trocaire C, III	—	—	22.1	18.8
Union C, IIA	56.2	43.0	32.9	28.5
U of Rochester, I	66.5	46.1	40.6	—
Vassar C, IIB	57.2	40.6	33.1	—
Wells C, IIB	37.7	27.9	23.1	

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic Christian C, IIB	30.3	25.9	23.3	22.0
Barber-Scotia C, IIB	—	25.4	22.0	—
Belmont Abbey C, IIB	31.6	30.6	24.8	—
Catawba C, IIB	34.1	30.8	23.3	—
Davidson C, IIB	49.8	39.4	30.8	—
Duke U, I	70.6	48.4	39.8	31.8
Elon C, IIB	37.8	33.3	28.6	22.2
Gardner-Webb C, IIB	28.6	25.4	23.4	19.6
Greensboro C, IIB	31.3	30.4	26.7	—
Guilford C, IIB	41.3	34.0	29.0	—
High Point C, IIB	38.2	32.2	26.2	22.1
Johnson C Smith U, IIB	33.4	28.4	24.0	21.7

NORTH CAROLINA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Lenoir-Rhyne C, IIB	33.4	30.7	25.5	—
Livingstone C, IIB	—	21.8	19.5	18.6
Mars Hill C, IIB	31.5	27.4	22.9	—
Meredith C, IIB	37.2	32.2	28.8	25.2
Methodist C, IIB	29.3	27.7	25.8	22.9
Montreat-Anderson C, IIB	24.4			
NC Wesleyan C, IIB	35.6	—	25.7	—
Pfeiffer C, IIB	28.7	28.9	24.0	—
Queens C, IIB	38.8	31.2	25.3	22.1
Saint Andrews Presbyterian C, IIB	34.6	27.9	25.9	
Salem C, IIB	35.0	29.3	24.9	—
Southeastern Sem, IIA	36.6	—	—	
U of North Carolina Sys				
Asheville, IIB	50.4	41.8	32.6	—
Chapel Hill, I	62.7	44.7	36.6	28.9
Charlotte, IIA	49.9	41.4	34.8	
Greensboro, I	56.5	40.4	34.3	30.4
Wilmington, IIB	48.1	39.2	33.1	
Appalachian St U, IIA	45.1	38.0	33.8	24.8
East Carolina U, IIA	52.5	40.8	35.8	31.6
Elizabeth City St U, IIB	42.4	37.8	31.6	—
Fayetteville St U, IIB	48.1	38.8	32.9	—
NC A&T St U, IIA	47.7	39.8	35.7	28.0
NC Central U, IIA	48.6	40.2	33.8	32.6
NC Sch of the Arts, IIB				36.0
North Carolina St U, I	60.8	44.0	37.7	28.6
Pembroke St U, IIB	48.2	38.3	31.6	
Western Carolina U, IIA	47.1	40.4	33.0	—
Winston-Salem St U, IIB	42.5	36.8	33.6	28.8
Wake Forest U, IIA	52.8	42.2	32.5	25.8
Wingate C, IIB	31.9	27.5	24.0	20.9

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Jamestown C, IIB	30.9	26.8	22.2	20.8
ND St Bd of Higher Ed Sys				
U of ND main, IIA	41.2	34.1	29.7	22.2
ND St U main, IIA	42.4	34.8	30.9	23.0
Dickinson St U, IIB	34.3	31.3	27.5	24.4
Mayville St U, IIB	36.3	31.1	26.8	
Minot St U, IIB	38.5	33.4	28.3	24.4
Valley City St U, IIB	34.9	32.4	26.7	—
Bismarck St C, III		31.8	30.2	—
U of ND Williston, III			—	28.4
Standing Rock C, III		—		17.7
U of Mary, IIB	33.5	29.2	25.9	20.0

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Air Force Inst of Tech, IIA	51.3	41.9	35.7	—
Antioch U, IIA	37.3	30.8	24.5	—
Art Acad of Cincinnati, IIB	—	25.3	—	
Ashland U, IIB	36.4	30.9	26.6	20.5
Baldwin-Wallace C, IIB	41.9	34.8	28.5	—
Bluffton C, IIB	30.5	27.3	23.4	
Bowling Green St U				
Main, I	56.1	43.4	35.1	23.9
Firelands C, III	—	41.0	36.1	28.5
Capital U, IIB	43.0	31.2	26.5	23.7
Case Western Reserve U, I	61.9	43.5	36.0	28.1
Central St U, IIB	47.8	38.2	31.9	25.0
Clark St CC, III	34.7	32.1	28.9	24.3
Cleveland St U, IIA	55.8	42.7	35.7	26.2
C of Mount Saint Joseph, IIB	33.5	32.7	26.8	22.4
C of Wooster, IIB	46.9	36.2	30.0	—
Defiance C, IIB	32.5	28.2	24.8	—
Denison U, IIB	48.0	37.8	29.0	25.6
Edison St CC, III	—	31.6	28.1	—
Hebrew Union C, IIA	68.5	44.8	—	—
Heidelberg C, IIB	33.8	27.9	24.4	19.4
Hiram C, IIB	38.0	30.7	26.9	21.7
Jefferson Tech C, III	—	35.5	29.7	26.0
John Carroll U, IIA	45.8	38.3	31.4	28.3
Kent St U				
Main, I	57.0	41.6	33.7	25.7
Ashtabula, III	—	40.5	34.0	27.0
East Liverpool, III		—	31.8	—
Salem, III	—	—	31.1	—
Stark, III	—	42.3	33.9	—
Trumbull, III	—	40.9	30.2	—
Tuscarawas, III	—	40.8	32.7	—
Kenyon C, IIB	51.7	40.2	30.5	28.4
Kettering C of Medical Arts, III	28.0	26.3	25.4	23.0
Lorain County CC, III	46.9	40.9	31.9	27.9
Lourdes C, IIB		—	21.9	20.8
Malone C, IIB	33.3	29.3	25.6	22.7
Marietta C, IIB	39.3	33.0	27.2	—
Miami U				
Hamilton, III	—	43.1	34.1	26.1
Middletown, III	—	43.2	34.5	25.3
Oxford, I	56.7	43.1	35.3	27.4
Mount Union C, IIB	40.7	32.4	26.0	22.8
Mount Vernon Nazarene C, IIB	31.9	27.7	24.6	—
Muskingum Area Tech C, III	—	30.7	27.8	24.7
Muskingum C, IIB	38.9	31.8	27.4	23.4
Notre Dame C, IIB	—	—	21.5	—
Oberlin C, IIB	50.9	39.1	33.1	—
Ohio Dominican C, IIB	38.1	31.1	25.8	—
Ohio Northern U, IIB	42.1	34.4	30.1	25.1
Ohio St U				
Main, I	62.5	45.4	37.6	26.7
Agricultural Tech Inst, IIB		34.4	30.4	26.7
Lima, IIB		40.3	31.5	
Mansfield, IIB	—	36.0	30.4	—
Marion, IIB	—	39.8	30.0	—
Newark, IIB	—	37.6	33.4	—
Ohio U				
Main, I	56.3	43.6	35.0	28.4
Belmont, III		—	36.6	—
Chillicothe C, III	—	37.3	32.2	—
Lancaster, III	—	40.5	31.1	—
Zanesville, III	—	39.5	30.7	27.4
Ohio Wesleyan U, IIB	42.2	32.9	28.2	
Otterbein C, IIB	36.6	31.8	26.9	23.9
Shawnee St U, IIB	39.1	37.5	27.9	27.6
Southern St CC, III	—	32.4	30.2	23.6
Trinity Lutheran Sem, IIA	33.4	—	—	
U of Akron				
Main, I	54.3	40.9	35.7	30.3
Wayne C, III	—	—	27.6	—
U of Cincinnati				
Main, I	61.0	45.8	36.3	28.2
Clermont C, III	—	39.8	28.7	—
Raymond Walters C, III	47.5	39.3	29.3	22.4
U of Dayton, IIA	48.3	40.6	31.9	21.8
U of Findlay, IIB	34.7	30.0	24.4	20.7
U of Rio Grande, IIB	36.2	31.7	27.7	21.9
U of Toledo, I	56.0	42.2	34.8	27.2
Urbana U, IIB	31.0	—	22.8	20.2
Ursuline C, IIB	32.9	29.6	24.1	—
Walsh C, IIB	34.0	28.2	24.0	20.3
Wilmington C, IIB	33.2	29.4	24.6	—
Wittenberg U, IIB	47.6	37.3	29.8	—

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Wright St U				
Main, IIA	55.7	42.4	35.0	24.3
Lake, III	—	—	31.3	—
Xavier U, IIA	45.1	36.9	31.5	23.0
Youngstown St U, IIA	53.3	42.5	32.9	26.9

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C, III		—	20.1	16.9
Cameron U, IIB	37.7	33.5	29.2	22.8
Central St U, IIA	43.9	40.1	36.2	30.1
East Central U, IIB	40.5	36.1	32.2	26.0
Langston U, IIB	38.3	31.0	29.6	27.1
Northeastern St U, IIA	41.1	34.9	30.5	28.7
Northwestern Okla St U, IIB	39.5	35.0	30.7	24.8
Oklahoma Baptist U, IIB	33.5	29.6	24.6	19.7
Oklahoma Christian C, IIB	34.7	30.3	25.1	21.0
Okla Panhandle St U, IIB	36.6	32.8	30.5	26.2
Oklahoma St U				
Stillwater, I	47.7	37.7	32.5	25.8
Tech Branch Okla City, III	35.0	30.3	29.2	28.3
Phillips U, IIB	28.1	24.4	21.2	—
Southeastern Okla St U, IIA	38.2	34.9	30.0	24.1
Southwestern Okla St U, IIA	41.6	40.0	35.4	26.9
U of Oklahoma, I	48.9	38.0	31.3	19.9
U of Science and Arts of Oklahoma, IIB	39.7	35.5	31.8	26.7
U of Tulsa, IIA	52.7	39.2	32.1	24.5

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Columbia Christian C, IIB	—	—	15.9	15.5
Concordia C, IIB	28.9	30.9	23.7	
George Fox C, IIB	30.2	27.2	22.5	—
Lewis and Clark C, IIB	48.5	33.6	25.7	22.5
Linfield C, IIB	35.6	28.9	24.5	—
Multnomah Sch of the Bible, IIB	21.8	—	—	—
Ore St Sys of Higher Ed				
Eastern Oregon St C, IIB	39.6	33.4	27.3	—
Oregon Inst of Tech, IIB	40.7	34.7	29.9	26.2
Oregon St U, I	46.7	37.8	31.9	23.0
Portland St U, IIA	43.4	34.1	30.8	21.5
Southern Ore St C, IIA	38.0	31.4	25.5	24.4
U of Oregon, I	46.7	35.4	29.2	23.2
Western Oregon St C, IIA	35.5	31.4	25.8	20.4
Pacific U, IIB	41.8	32.4	29.1	—
Reed C, IIB	49.9	38.1	31.6	
U of Portland, IIA	42.6	35.5	30.0	
Warner Pacific C, IIB	30.2	25.3	—	
Western Baptist C, IIB	24.1	21.6	—	—
Western Conservative Baptist Sem, IIA	29.1	—	—	—
Western Sts Chiropractic C, IIA	—	—	26.1	—
Willamette U, IIB	49.5	37.1	31.3	—

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Acad of the New Church, IIB	—	—	37.0	—
Albright C, IIB	42.8	35.2	30.3	—
Allegheny C, IIB	48.4	36.3	29.0	23.4
Allentown C of Saint Francis De Sales, IIB	39.3	32.5	29.3	22.2
Alvernia C, IIB	—	—	21.1	19.6
American C, III	50.5	41.3	—	
Beaver C, IIA	42.9	32.4	26.7	23.7
Bryn Mawr C, IIA	52.4	42.0	34.0	24.1
Bucknell U, IIA	56.4	41.6	36.0	
Bucks County CC, III	42.1	38.0	23.6	17.0
Butler County CC, III	39.6	34.9	29.2	25.2
Cabrini C, IIB	39.5	32.5	31.1	—
Carlow C, IIB	39.0	28.6	22.9	
Carnegie Mellon U, I	70.9	49.3	43.5	42.9
Cedar Crest C, IIB	36.8	31.3	25.1	—
Chatham C, IIB	41.2	34.1	26.9	—
Chestnut Hill C, IIB	—	24.1	21.4	—
C Misericordia, IIB	34.0	30.4	25.1	—
CC of Allegheny County, III	40.7	34.3	32.2	—
CC of Beaver County, III	35.0	32.9	28.5	24.8
CC of Philadelphia, III	48.6	43.8	37.3	30.1
Delaware Valley C, IIB	42.8	35.6	30.4	23.7
Dickinson C, IIB	53.3	40.4	31.3	28.7
Drexel U, I	59.0	42.5	38.1	26.8
Duquesne U, IIA	42.6	35.1	29.9	23.3
Eastern Baptist Theological Sem, IIB	40.1	—		
Elizabethtown C, IIB	44.7	38.0	29.9	—
Franklin and Marshall C, IIB	56.6	42.0	31.3	29.0
Gannon U, IIA	39.9	32.9	27.5	21.6
Geneva C, IIB	33.0	28.0	24.0	
Gettysburg C, IIB	52.8	39.5	31.0	28.6
Harrisburg Area CC, III	43.2	33.8	27.8	24.9
Haverford C, IIB	56.3	43.8	33.7	—
Holy Family C, IIB	34.9	30.8	25.5	23.0
Immaculata C, IIB	37.3	34.4	—	—
Juniata C, IIB	40.6	32.5	28.5	—
Keystone JC, III	32.4	26.7	23.9	16.6
King's C, IIB	40.6	34.4	27.8	—
La Roche C, IIB	39.5	31.2	26.8	
La Salle U, IIB	49.7	39.9	33.1	24.7
Lafayette C, IIB	57.1	43.9	33.4	30.5
Lancaster Bible C, IIB	—	—	19.5	—
Lancaster Theol Sem, IIA	32.6		—	—
Lebanon Valley C, IIB	36.5	32.9	28.3	—
Lehigh County CC, III	42.1	35.8	32.4	—
Lehigh U, I	64.1	46.5	39.0	33.4
Lincoln U, IIB	40.0	31.9	27.7	24.5
Lutheran Theological Sem Gettysburg, IIA	28.6	—	—	—
Lutheran Theological Sem Philadelphia, IIA	40.5	—	—	—
Lycoming C, IIB	39.6	34.5	28.2	25.4
Manor JC, III	—	—	—	16.7
Marywood C, IIA	37.2	32.6	27.3	—
Mercyhurst C, IIB	35.6	30.8	25.5	21.9
Messiah C, IIB	40.2	34.2	30.2	26.8
Montgomery County CC, III	44.7	38.4	30.9	25.3
Moravian C, IIB	42.9	35.1	30.9	—
Mount Aloysius JC, III	—	26.2	24.7	21.4
Muhlenberg C, IIB	50.2	39.5	31.0	23.9
Neumann C, IIB	35.0	27.1	25.9	—
Peirce JC, III	33.8	29.6	24.8	—
Pa C of Optometry, IIA	—	40.8	31.2	26.1
Pa C of Podiatric Med, IIB	49.8	36.4	34.1	—
Pennsylvania C of Tech, III	39.4	37.6	33.8	30.1
Pennsylvania St U				
Main, I	62.0	44.3	36.8	22.4
IIA campuses	53.6	43.5	37.9	31.7
III campuses	48.2	37.7	31.9	25.6
Philadelphia C of Bible, IIB	22.7	—	18.7	
Philadelphia C of Pharmacy & Science, IIA	55.7	36.9	31.9	24.1
Philadelphia C of Textiles and Science, IIB	48.2	38.2	34.1	28.0
Pittsburgh Theol Sem, IIA	45.5	—	—	

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Point Park C, IIB	34.4	28.1	24.2	—
Reading Area CC, III	32.2	25.5	—	—
Robert Morris C, IIB	39.5	36.5	30.9	25.3
Rosemont C, IIB	38.4	33.0	23.3	—
Saint Francis C, IIB	38.5	32.2	26.6	—
Saint Joseph's U, IIA	48.8	39.7	33.2	23.4
Saint Vincent C & Sem, IIB	39.0	31.6	26.1	23.4
Seton Hill C, IIB	38.3	28.6	23.8	—
St Sys of Higher Ed				
Bloomsburg U of Pa, IIA	51.8	42.0	33.3	27.8
California U of Pa, IIA	52.3	42.7	33.3	24.6
Cheyney U of Pa, IIA	35.0	28.9	23.0	18.2
Clarion, IIA	51.6	41.6	30.3	27.5
East Stroudsburg U of Pa, IIA	51.9	43.4	34.9	—
Indiana U of Pa, IIA	51.9	41.8	33.2	24.1
Kutztown U of Pa, IIA	51.8	41.9	33.6	26.4
Lock Haven U of Pa, IIB	51.3	42.1	32.4	24.3
Mansfield U of Pa, IIA	51.9	41.6	33.4	25.4
Millersville U of Pa, IIA	50.2	41.3	33.4	23.6
Shippensburg U of Pa, IIB	51.3	41.1	33.8	26.1
Slippery Rock U of Pa, IIA	52.3	40.9	33.5	26.8
West Chester U of Pa, IIA	51.6	42.6	33.5	29.1
Susquehanna U, IIB	46.1	35.2	32.0	
Swarthmore C, IIB	57.7	41.9	34.2	29.1
Temple U, I	56.0	44.4	36.0	30.1
Thiel C, IIB	34.8	28.9	24.2	—
Thomas Jefferson U, IIB	—	40.3	32.5	28.6
U of the Arts, IIB	37.6	32.0	25.1	
U of Pennsylvania, I	73.3	52.4	44.0	
U of Pittsburgh				
Main, I	61.2	43.9	36.1	23.1
Bradford, IIB	40.6	36.1	28.8	19.2
Greensburg, IIB	40.8	34.1	28.2	21.9
Johnstown, IIB	45.7	37.4	29.3	25.2
Titusville, III		32.7	24.7	21.0
U of Scranton, IIA	44.0	37.0	34.1	29.1
Ursinus C, IIB	45.0	36.0	30.2	—
Valley Forge Christian C, IIB	—	24.5	20.0	—
Villanova U, IIA	57.6	43.9	36.4	24.9
Washington and Jefferson C, IIB	44.4	39.0	29.9	24.7
Waynesburg C, IIB	32.4	28.4	23.4	23.4
Westminster C, IIB	41.1	32.8	28.0	24.2
Westminster Theol Sem, IIA	32.1	—	—	
Westmoreland Co CC, III	36.4	34.6	29.5	22.1
Widener U, IIA	52.2	43.9	34.3	28.6
Wilkes C, IIA	40.1	33.4	28.8	
Wilson C, IIB	31.3	25.9	22.5	—
York C of Pennsylvania, IIB	49.5	42.6	32.8	—

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Brown U, I	64.5	43.8	36.9	—
Bryant C, IIB	53.4	49.0	38.6	
CC of Rhode Island, III	41.0	33.4	28.0	22.1
New England Inst of Tech, III		—	29.2	26.7
Providence C, IIA	50.3	41.1	32.7	28.2
Rhode Island C, IIA	46.7	39.5	33.6	28.0
RI Sch of Design, IIB	46.7	37.0	30.6	
Salve Regina-the Newport C, IIA	41.5	33.8	28.2	24.7
U of Rhode Island, I	55.2	42.7	36.7	41.4

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Baptist C at Charleston, IIB	33.1	28.4	24.8	—
Central Wesleyan C, IIB	25.8	23.9	18.5	—
Citadel Military C of SC, IIA	46.2	37.2	31.0	22.6
Clemson U, I	53.4	39.3	33.3	20.5
Coker C, IIB	33.5	29.7	25.8	—
C of Charleston, IIB	44.5	38.5	28.5	22.6
Columbia C, IIB	36.4	31.2	28.1	24.6
Converse C, IIB	37.5	33.8	28.0	25.5
Francis Marion C, IIB	43.8	34.8	28.2	21.8
Furman U, IIB	48.1	35.8	29.6	24.9
Lander C, IIB	41.6	36.6	30.3	26.0
Limestone C, IIB	24.5	24.0	22.7	—
Newberry C, IIB	30.1	26.4	23.0	19.6
North Greenville C, III	—	—	20.0	16.6
Presbyterian C, IIB	39.6	31.4	27.6	—
U of South Carolina				
Columbia, I	55.2	40.1	35.4	25.2
Aiken, IIB	43.0	35.5	29.5	24.4
Beaufort, III	—	31.5	—	—
Coastal Carolina C, IIB	42.1	34.6	30.5	21.0
Lancaster, III	—	32.6	28.7	—
Salkehatchie, III	—	—	27.8	—
Spartanburg, IIB	40.3	35.6	27.8	25.2
Sumter, III	39.2	33.2	29.9	—
Voorhees C, IIB	32.1	—	22.8	17.6
Wofford C, IIB	42.5	34.5	29.9	—

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	35.1	30.5	25.9	20.4
Dakota Wesleyan U, IIB	—	26.4	23.9	21.9
Huron U, IIB	—	—		15.6
Mount Marty C, IIB	28.6	23.6	21.5	20.5
North American Baptist Sem, IIA	27.3	—	—	—
Sioux Falls C, IIB	29.4	25.3	24.3	—
SD St Bd of Regents Sys				
U of South Dakota, I	41.7	32.0	28.3	20.8
South Dakota St U, IIA	36.1	31.3	27.6	23.1
Black Hills St U, IIB	35.7	30.3	27.1	21.7
Dakota St C, IIB	35.9	32.6	26.7	22.6
Northern St U, IIA	38.4	30.9	25.3	21.3
SD Sch of Mines and Tech, IIA	40.4	38.1	30.4	23.3

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
Bethel C, IIB	25.7	23.9	—	—
Carson-Newman C, IIB	33.7	28.1	25.0	—
David Lipscomb U, IIB	38.8	32.2	27.2	22.9
Freed-Hardeman C, IIB	33.6	29.2	25.6	18.8
Hiwassee C, III	21.3	—	18.2	—
Lambuth C, IIB	28.1	24.4	22.7	
Lane C, IIB	—	23.3	20.9	17.4
Lee C, IIB	30.6	25.8	23.2	19.6
Maryville C, IIB	31.2	27.2	23.0	20.3
Milligan C, IIB	30.5	26.8	24.4	
Rhodes C, IIB	46.3	36.9	29.6	22.1
Southern C of Seventh Day Adventists, IIB	23.5	22.5	21.6	—
St U and CC Sys of Tenn				
Austin Peay St U, IIA	43.1	32.4	26.9	21.5
East Tennessee St U, IIA	45.5	39.4	32.2	25.1
Memphis St U, I	50.9	40.4	33.8	22.6
Middle Tenn St U, IIA	46.8	37.7	30.1	23.3
Tennessee St U, IIA	42.7	36.4	30.6	20.9
Tennessee Tech U, IIA	48.3	38.7	33.2	22.7

TENNESSEE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Chattanooga St Tech CC, III	37.3	33.4	31.2	25.2
Cleveland St CC, III	36.6	32.6	28.2	24.1
Columbia St CC, III	—	35.1	29.2	24.0
Dyersburg St CC, III	33.5	29.0	25.1	21.7
Jackson St CC, III	36.2	32.2	26.7	23.2
Motlow St CC, III	—	34.5	29.3	26.4
Nashville St Tech Inst, III	38.2	32.2	31.2	24.1
Pellissippi St Tech CC, III	—	32.0	27.8	24.1
Roane St CC, III	37.3	29.5	26.8	21.5
Shelby St CC, III	34.3	27.5	24.9	20.3
St Tech Inst Memphis, III	37.8	31.1	27.1	23.1
Tri-Cities St Tech Inst, III		30.7	29.9	24.9
Volunteer St CC, III	37.9	30.5	30.5	21.9
Walters St CC, III	40.2	34.2	29.8	24.8
Tennessee Wesleyan C, IIB	19.7	—	18.2	—
Tusculum C, IIB	24.7	—	22.1	—
U of the South, IIB	47.5	33.6	28.7	28.4
U of Tennessee				
Knoxville, I	53.3	39.1	33.4	23.7
Memphis, I	50.5	40.5	32.7	27.3
Chattanooga, IIA	44.0	37.3	32.1	23.6
Martin, IIB	40.4	34.0	30.0	20.7
Inst of Agriculture, IIA	49.3	40.9	35.0	—
Vanderbilt U, I	67.8	44.7	38.8	35.1
William Jennings Bryan C, IIB	24.7	—	21.1	—

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U, IIA	37.9	31.5	29.8	23.1
Austin C, IIB	43.8	33.8	28.7	—
Baylor U, I	55.4	43.1	35.8	28.0
Brazosport C, III	44.6	35.0	—	24.2
Dallas Baptist U, IIB	31.9	28.2	25.4	—
Del Mar C, III	41.6	36.0	31.8	26.5
East Texas Baptist U, IIB	30.0	28.1	24.6	—
East Texas St U, IIA	41.4	33.6	29.4	27.3
East Texas St U Texarkana, IIB	43.1	37.6	—	—
Galveston C, III	36.0	31.2	29.3	26.8
Howard Payne U, IIB	25.1	25.3	24.1	21.4
Jarvis Christian C, IIB	31.1	25.2	21.2	18.2
Lamar U				
Beaumont, IIA	43.9	35.6	30.0	25.9
Orange, III		—	25.2	22.2
Port Arthur, III			—	20.9
LeTourneau U, IIB	30.2	25.1	25.1	—
Lubbock Christian U, IIB	28.1	23.9	—	—
McMurry C, IIB	32.9	30.0	26.3	21.3
Midwestern St U, IIA	44.5	37.5	31.0	23.7
Our Lady of the Lake U, IIA	36.7	32.3	27.3	21.8
Rice U, I	67.3	45.8	38.4	29.3
St Edward's U, IIB	40.7	32.4	27.2	—
St Mary's U, IIA	56.3	38.5	32.3	23.1
Sam Houston St U, IIA	44.4	38.0	31.5	28.4
Schreiner C, IIB	32.8	28.4	23.5	19.6
Southern Methodist U, I	60.7	41.0	36.2	46.9
Southwest Texas St U, IIA	43.1	36.1	28.8	23.0
Southwestern Assemblies of God C, IIB	28.7	—	23.1	—
Southwestern U, IIB	53.4	41.0	30.4	—
Stephen F Austin St U, IIA	44.2	36.5	30.4	23.5
Sul Ross St U, IIA	37.7	31.4	25.0	—
Tarrant County JC, III	38.4	36.8	34.3	30.8
Texarkana C, III	34.0	30.4	29.3	28.7
Texas A&M U Sys				
Main, I	58.7	43.1	35.6	—
Galveston, IIB	51.1	33.6	29.3	
Corpus Christi St U, IIB	41.3	34.0	27.8	—
Laredo St U, IIB	41.2	38.6	31.8	—
Prairie View A&M, IIA	46.5	41.2	37.0	29.9
Tarleton St U, IIA	41.2	35.4	29.3	24.0
Texas A&I U, IIA	43.7	34.2	31.4	22.0
Texas Christian U, I	56.4	41.3	34.8	—
Texas Lutheran C, IIB	37.6	30.8	26.1	—
Texas Southern U, I	45.5	39.2	30.7	24.5
Texas Tech U, I	52.3	38.1	32.4	19.9
Texas Wesleyan U, IIB	33.0	30.8	27.8	23.1
Texas Woman's U, I	43.9	35.2	29.6	25.5
Trinity U, IIA	57.1	39.5	32.9	—
U of Dallas, IIA	37.5	36.0	31.7	—
U of Houston				
U Park, I	61.1	42.5	35.2	25.3
Clear Lake, IIA	48.6	39.5	36.6	—
Downtown, IIB	46.8	37.6	31.4	
Victoria, IIB	—	37.9	32.9	—
U of Saint Thomas, IIA	31.9	29.0	25.1	—
U of Texas Sys				
Austin, I	65.2	43.1	37.4	28.7
Arlington, I	52.9	39.4	34.0	—
Dallas, I	57.4	40.9	38.6	
El Paso, IIA	48.2	39.4	32.7	—
Permian Basin, IIA	41.8	35.1	33.1	—
Tyler, IIB	46.3	37.1	32.4	—
U of North Texas, I	49.0	39.5	34.0	25.1
West Texas St U, IIA	40.2	33.2	28.7	23.3
Western Texas C, III	35.6	29.3	26.6	23.3
Wiley C, IIB	—	—	19.4	16.6

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Utah Higher Ed Sys				
U of Utah, I	50.8	36.7	33.3	26.5
Utah St U, I	43.4	34.5	29.2	25.3
Southern Utah St C, IIB	35.5	29.5	25.1	23.3
Weber St C, IIA	36.6	30.6	27.2	20.8
Salt Lake CC, III	30.8	27.6	24.5	23.6
Snow C, III	34.3	31.9	27.0	23.3
Westminster C of Salt Lake City, IIB	32.3	28.8	25.7	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Green Mountain C, IIB	34.9	28.2	25.1	—
Middlebury C, IIB	57.2	41.3	35.7	33.8
Norwich U, IIA	40.3	34.2	27.6	23.1
Saint Michael's C, IIB	43.7	36.1	27.7	—
Trinity C, IIB	—	29.2	27.4	
U of Vermont, I	55.9	40.9	34.3	—
Vermont St C's Sys				
Castleton St C, IIB	37.4	31.6	26.7	22.5
Johnson St C, IIB	37.4	31.7	26.1	
Lyndon St C, IIB	37.1	32.0	26.1	—
Vermont Tech C, III	35.9	30.1	25.9	—

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C, IIB	32.2	28.7	25.0	21.7
Bridgewater C, IIB	39.8	31.8	28.1	20.2
Christendom C, IIB	—	—	30.0	—
Christopher Newport C, IIB	47.4	41.3	35.6	27.9
C of William and Mary, I	60.7	48.8	35.8	30.7
Richard Bland C, III	41.9	34.8	—	—
Commonwealth C, III	—		17.3	17.2
Eastern Mennonite C, IIB	30.0	26.3	23.8	20.7
Emory and Henry C, IIB	36.7	31.4	27.0	—

VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Ferrum C, IIB	32.8	27.5	25.3	22.1
George Mason U, IIA	70.2	47.9	40.7	30.4
Hampden-Sydney C, IIB	46.7	37.3	29.6	
Hampton U, IIA	43.5	33.1	26.7	21.3
Hollins C, IIB	47.0	37.1	28.4	—
Inst of Textile Tech, III	53.4	—	38.7	—
James Madison U, IIA	50.3	42.9	36.9	27.9
Longwood C, IIB	47.8	40.1	31.7	27.6
Lynchburg C, IIA	42.3	35.1	28.4	23.6
Mary Baldwin C, IIB	39.4	30.2	25.5	—
Mary Washington C, IIB	47.3	40.3	31.9	—
Marymount U, IIB	45.3	34.8	30.8	—
Norfolk St U, IIA	47.5	42.6	34.7	27.4
Old Dominion U, IIA	58.0	43.3	36.9	26.0
Presbyterian Sch of Christian Education, IIA	37.9	—	—	—
Protestant Episcopal Theological Sem, IIA	31.1	—	—	
Radford U, IIA	48.9	39.5	33.8	25.9
Randolph-Macon C, IIB	44.8	34.5	28.2	—
Randolph-Macon Woman's C, IIB	43.9	35.2	28.8	—
Roanoke C, IIB	43.7	35.2	29.3	
Saint Paul's C, IIB	28.0	—	—	22.3
Shenandoah C and Conserv of Music, IIB	32.6	26.2	23.5	—
Sweet Briar C, IIB	45.8	36.8	30.2	
U of Richmond, IIA	57.8	45.5	35.5	
U of Virginia, I	70.1	47.1	38.0	26.8
Clinch Valley C, IIB	41.3	33.1	29.4	—
Va Commonwealth U, I	58.7	47.5	38.8	31.1
Virginia CC Sys				
Blue Ridge CC, III	—	36.2	31.7	27.5
Central Virginia CC, III	42.4	37.8	33.5	27.8
Dabney S Lancaster CC, III	—	39.6	32.1	26.2
Danville CC, III	39.7	35.9	31.5	—
Eastern Shore CC, III	—	—	30.5	—
Germanna CC, III	—	36.4	31.1	25.5
J Sargeant Reynolds CC, III	41.2	36.7	31.7	28.1
John Tyler CC, III	39.4	36.0	30.9	28.0
Lord Fairfax CC, III	—	32.8	29.0	25.2
Mountain Empire CC, III	—	36.2	30.5	27.5
New River CC, III	43.3	38.0	30.8	27.5
Northern Virginia CC, III	42.5	38.6	33.2	29.1
Patrick Henry CC, III	—	35.2	31.2	27.2
Paul D Camp CC, III	—	34.1	30.4	—
Piedmont Virginia CC, III	40.1	33.9	31.1	25.6
Rappahannock CC, III	—	38.6	30.3	—
Southside Virginia CC, III	—	32.5	30.7	25.6
Southwest Va CC, III	40.7	37.8	33.2	28.3
Thomas Nelson CC, III	42.5	36.2	32.7	25.9
Tidewater CC, III	38.0	35.0	30.3	26.2
Virginia Highlands CC, III	—	35.4	30.7	25.4
Virginia Western CC, III	42.7	37.4	32.7	—
Wytheville CC, III	41.4	36.3	31.6	28.1
Virginia Intermont C, IIB	—	24.3	20.3	—
Virginia Military Inst, IIB	51.4	43.2	34.1	—
Va Polytech Inst and St U, I	63.2	45.0	37.9	26.2
Virginia St U, IIA	44.6	38.3	34.9	28.4
Virginia Union U, IIB	31.9	29.6	21.7	18.9
Virginia Wesleyan C, IIB	43.2	36.2	27.2	32.9
Washington and Lee U, IIB	55.8	44.3	34.3	—

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Washington U, IIA	41.3	34.7	28.0	23.4
Eastern Washington U, IIA	39.4	33.1	29.0	—
Gonzaga U, IIA	49.4	34.7	30.7	21.9
Northwest C of the Assemblies of God, IIB	—	32.7	29.6	—
Pacific Lutheran U, IIA	42.3	34.9	30.2	—
Peninsula C, III	—	—	35.9	25.6
Saint Martin's C, IIB	30.3	27.2	24.2	—
Seattle Pacific U, IIA	39.7	33.0	27.8	23.4
Seattle U, IIA	43.0	35.4	31.6	28.0
U of Puget Sound, IIA	47.4	36.6	30.0	
U of Washington, I	56.8	40.4	35.9	28.7
Washington St U, I	49.2	37.1	34.0	23.4
Western Washington U, IIA	44.1	36.3	32.4	—

WASHINGTON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Whitman C, IIB	49.1	39.0	32.6	28.6
Whitworth C, IIB	37.3	32.3	26.4	21.7

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C, IIB	31.3	25.3	21.6	20.3
Beckley C, III	22.5	—	—	20.3
Bethany C, IIB	33.2	28.0	23.9	—
Davis & Elkins C, IIB	32.2	29.4	23.4	21.5
Ohio Valley C, III	—	26.9	—	—
Salem-Teikyo U, IIB	—	19.4	20.4	—
U of Charleston, IIB	33.3	28.3	28.6	24.4
U of West Virginia Sys				
Marshall U, IIA	37.1	31.7	24.4	17.8
C of Grad Studies, IIA	40.8	34.7	26.0	—
West Virginia U, I	44.0	35.3	29.4	23.0
Potomac St C, III	35.6	27.8	21.7	—
W Va U Parkersburg, III	31.4	25.8	21.1	16.5
West Virginia St C Sys				
Bluefield St C, IIB	32.9	26.0	22.0	17.1
Concord C, IIB	34.6	30.4	22.9	20.7
Fairmont St C, IIB	35.5	29.8	25.0	21.7
Glenville St C, IIB	33.3	27.1	23.0	20.0
Shepherd C, IIB	35.4	29.2	25.3	23.2
West Liberty St C, IIB	34.6	28.0	20.8	18.7
WVa Inst of Tech, IIB	34.4	29.0	24.9	20.3
West Virginia St C, IIB	33.9	28.3	23.1	18.6
Southern W Va CC, III	—	28.5	21.7	22.4
WVa Northern CC, III	29.8	26.4	20.5	—
WVa Wesleyan C, IIB	32.1	29.3	26.3	—
Wheeling Jesuit C, IIB	31.7	26.3	23.7	—

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C, IIB	38.1	30.4	24.0	20.2
Beloit C, IIB	41.8	36.1	27.6	—
Cardinal Stritch C, IIB	37.7	34.2	25.8	23.8
Carroll C, IIB	39.4	34.6	30.3	—
Concordia U, IIB	27.2	25.5	22.9	—
Lakeland C, IIB	32.7	28.5	25.0	—
Lawrence U, IIB	49.9	39.4	31.0	27.7
Marian C of Fond du Lac, IIB	33.5	28.5	25.3	22.5
Marquette U, I	58.5	43.6	36.8	—
Milwaukee Sch of Engineering, IIB	40.1	32.7	30.9	—
Mount Mary C, IIB	33.1	28.3	23.6	—
Northland C, IIB	28.8	24.6	—	
Ripon C, IIB	44.6	33.4	25.9	—
Saint Norbert C, IIB	45.6	36.7	29.1	25.6
U of Wisconsin Sys				
Madison, I	56.9	42.1	36.4	27.0
Milwaukee, I	52.6	39.5	36.3	28.1
Eau Claire, IIA	42.8	34.6	31.3	26.8
Green Bay, IIA	44.1	36.5	29.4	—
La Crosse, IIA	44.6	37.8	32.2	29.8
Oshkosh, IIA	46.3	38.9	33.2	27.0
Parkside, IIA	47.8	35.9	33.7	
Platteville, IIA	43.7	35.8	31.8	—
River Falls, IIA	41.5	33.4	30.2	—
Stevens Point, IIA	44.1	36.1	28.9	26.4
Stout, IIA	42.3	35.0	29.0	27.5
Superior, IIA	45.0	36.6	31.1	24.3
Whitewater, IIA	44.8	37.3	32.4	28.9
Centers, III	40.6	34.0	28.0	24.3
Viterbo C, IIB	35.9	29.7	25.3	23.6

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Northwest C, III	—	32.1	25.9	21.3
U of Wyoming, I	47.5	36.7	33.2	—

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
Ana G Mendez Ed Foundation Sys, III	30.4	24.4	21.8	16.9
Caribbean U C, IIB			13.4	12.7
Ponce C of Tech, III	25.8	19.8	16.5	14.9
U of Puerto Rico				
Arecibo Tech U C, IIB	24.1	20.0	16.6	15.0
Bayamon Tech U C, IIB	27.3	21.3	17.0	15.4
Rio Piedras C, IIA	32.8	26.5	22.2	17.3
Humacao U C, IIB	34.5	25.5	20.5	17.3

Institutions Without Academic Ranks

ALABAMA

Brewer St JC, IV	29.6
George C Wallace St CC Selma, IV	30.9
Jefferson St JC, IV	32.1
John C Calhoun St CC, IV	30.8
Lurleen B Wallace St JC, IV	28.7
Southern Union St JC, IV	26.9

ARIZONA

Arizona Western C, IV	32.4
Central Arizona C, IV	36.8
Cochise C, IV	30.8
Eastern Arizona C, IV	33.7
Mohave CC, IV	32.5
Northland Pioneer C, IV	31.3
Pima Co CC Dist, IV	34.2
Yavapai C, IV	34.1

ARKANSAS

East Arkansas CC, IV	30.7
Garland County CC, IV	26.3
Mississippi County CC, IV	23.9
North Arkansas CC, IV	25.5
Phillips County CC, IV	24.3
Rich Mountain CC, IV	23.4
Southern Arkansas U El Dorado, IV	25.3
Westark CC, IV	27.1

CALIFORNIA

Allan Hancock C, IV	40.2
Antelope Valley C, IV	40.2
Barstow C, IV	42.2
Cabrillo C, IV	38.3
California Inst of the Arts, IIA	33.0
Cerritos C, IV	47.7
Citrus C, IV	47.4
C of the Canyons, IV	41.3
C of Marin, IV	46.1
Contra Costa CC Sys, IV	47.4
El Camino C, IV	46.3
Foothill-De Anza CC Sys, IV	49.9
Fresno Pacific C, IIB	29.2
Gavilan C, IV	43.8
Glendale CC, IV	48.3
Grossmont-Cuyamaca CC Dist, IV	43.3
Imperial Valley C, IV	38.1
Kern CC Dist, IV	42.8

CALIFORNIA—Continued

Lake Tahoe CC, IV	41.5
Long Beach City C Dist, IV	47.3
Mendocino C, IV	39.5
Menlo C, IIB	40.7
Merced C, IV	42.7
Mira Costa C, IV	45.8
Mt San Antonio C, IV	45.8
Napa Valley C, IV	38.6
North Orange County CC Dist	
Cypress C, IV	46.4
Fullerton C, IV	46.3
Pacific Oaks C, IIA	27.7
Palo Verde C, IV	38.9
Pasadena City C, IV	42.9
Rancho Santiago CC, IV	47.4
Redwoods CC Dist, IV	36.9
Rio Hondo C, IV	45.2
Riverside CC, IV	45.8
Saddleback CC Dist, IV	48.1
San Bernardino Valley C, IV	41.2
San Francisco CC Dist, IV	42.4
San Joaquin Delta C, IV	47.9
San Jose / Evergreen CC Dist, IV	44.0
San Mateo County CC Dist, IV	44.5
Santa Barbara City C, IV	39.4
Santa Monica C, IV	46.7
Sierra CC, IV	44.0
Solano CC, IV	43.8
Southwestern C, IV	45.5
Taft C, IV	45.3
Ventura County CC Dist, IV	47.2
Victor Valley CC Dist, IV	38.3
West Hills CC, IV	41.8
West Valley-Mission CC Dist, IV	45.2
Woodbury U, IIA	31.4
Yuba C, IV	45.2

COLORADO

Arapahoe CC, IV	26.0
Colorado Northwestern CC, IV	30.1
CC of Aurora, IV	27.7
CC of Denver, IV	28.2
Front Range CC, IV	29.0
Lamar CC, IV	27.8
Morgan CC, IV	25.9
Northeastern JC, IV	26.6
Otero JC, IV	29.0

COLORADO—Continued

Pikes Peak CC, IV	27.4
Pueblo CC, IV	25.4
Trinidad St JC, IV	25.1

CONNECTICUT

Hartford Seminary, IIA	45.2

DELAWARE

Delaware Tech & CC	
Southern, IV	36.0
Stanton-Wilmington, IV	35.5
Terry, IV	37.5

FLORIDA

Broward CC, IV	39.0
Central Florida CC, IV	29.1
Chipola JC, IV	31.3
Daytona Beach CC, IV	30.2
Edison CC, IV	32.4
Florida CC Jacksonville, IV	36.7
Florida Keys CC, IV	29.3
Lake City CC, IV	29.1
Lake-Sumter CC, IV	29.0
North Florida JC, IV	30.0
Okaloosa-Walton CC, IV	32.2
Pasco-Hernando CC, IV	27.9
Polk CC, IV	30.0
Saint Johns River CC, IV	29.2
Saint Petersburg JC, IV	32.3
Santa Fe CC, IV	33.7
Seminole CC, IV	34.1
South Florida CC, IV	31.8
Tallahassee CC, IV	42.4
Valencia CC, IV	43.5

GEORGIA

Young Harris C, IV	29.3

HAWAII

U of Hawaii	
Honolulu CC, IV	35.3
Kapiolani CC, IV	35.2
Kauai CC, IV	34.1
Leeward CC, IV	36.4
Maui CC, IV	35.3
Windward CC, IV	34.1

IDAHO

North Idaho C, IV	29.0
Northwest Nazarene C, IIB	26.7

ILLINOIS

Blackburn U, IIB	27.7
Chicago C of Commerce, IV	19.8
Governors St U, IIA	38.7
Illinois Eastern CC, IV	25.0
Illinois Valley CC, IV	32.9
John Wood CC, IV	27.1
Joliet JC, IV	40.4
Lincoln C, IV	28.6
McHenry County C, IV	35.4
Prairie St C, IV	36.3
Ray C of Design, IIB	26.7
Saint Augustine C, IV	19.1
Springfield C in Illinois, IV	19.3
State CC of East St Louis, IV	27.6

IOWA

Des Moines Area CC, IV	31.6
Eastern Iowa CC Dist, IV	27.3
Hawkeye Inst of Tech, IV	27.0
Indian Hills CC, IV	25.0
Iowa Lakes CC, IV	26.7
Kirkwood CC, IV	29.0
Mount Saint Clare C, IIA	26.0
North Iowa Area CC, IV	33.0
Northeast Iowa Tech Inst, IV	27.2
Northwest Iowa Tech C, IV	26.3
Southeastern CC, IV	30.3
Southwestern CC, IV	25.9
Western Iowa Tech CC, IV	27.4

KANSAS

Central C, IV	16.6
Coffeyville CC, IV	23.6
Hutchinson CC, IV	30.1
Independence CC, IV	27.6
Johnson County CC, IV	36.5
Kansas City Kansas CC, IV	33.1
Labette CC, IV	28.3
Seward County CC, IV	25.2

KENTUCKY

Midway C, IV	23.1
St Catharine C, IV	15.4

MAINE

Central Maine Tech C, IV	27.3
Eastern Maine Tech C, IV	28.7
Northern Maine Tech C, IV	27.9

MARYLAND

Maryland Inst C of Art, IIB	29.4
Peabody Inst of John Hopkins U, IIB	34.0
Saint John's C, IIB	34.8

MICHIGAN

Baker C Flint, IV	32.7
Baker C Owosso, IV	26.6
Charles S Mott CC, IV	41.1
Davenport C Kalamazoo, IV	25.8
Davenport C Grand Rapids, IV	37.2
Detroit C of Business, IIB	28.2
Grand Rapids JC, IV	41.8
Henry Ford CC, IV	47.2
Highland Park CC, IV	37.8
Montcalm CC, IV	32.3
Northwestern Michigan C, IV	33.7
Schoolcraft C, IV	43.0
Suomi C, IV	28.8
Washtenaw CC, IV	42.2

MINNESOTA

Alexandria Tech C, IV	34.7
Bethany Lutheran C, IV	30.3
Dr Martin Lutner C, IIB	18.0
Minnesota CC Sys	
Anoka-Ramsey CC, IV	40.2
Arrowhead CC	
Hibbing, IV	35.6
Itasca, IV	36.7
Mesabi, IV	39.9
Rainy River, IV	33.8
Vermillion, IV	36.8
Austin CC, IV	40.0

MINNESOTA—Continued

Brainerd CC, IV	37.2
Fergus Falls CC, IV	37.7
Inver Hills CC, IV	40.2
Lakewood CC, IV	41.1
Minneapolis CC, IV	40.8
Normandale CC, IV	39.5
North Hennepin CC, IV	39.5
Northland CC, IV	37.8
Rochester CC, IV	38.5
Willmar CC, IV	38.4
Worthington CC, IV	36.8
Saint Paul Tech Inst, IV	45.6

MISSISSIPPI

Coahoma CC, IV	21.4
Copiah-Lincoln CC, IV	25.1
East Central CC, IV	22.0
East Mississippi CC, IV	22.1
Hinds CC, IV	25.9
Holmes CC, IV	23.5
Itawamba CC, IV	26.0
Jones County JC, IV	31.5
Meridian CC, IV	23.4
Mississippi Delta CC, IV	25.1
Mississippi Gulf Coast CC, IV	28.2
Northeast Mississippi CC, IV	28.2
Northwest Mississippi CC, IV	28.4
Southwest Mississippi CC, IV	26.4
Wood JC, IV	15.4

MISSOURI

Crowder C, IV	22.4
East Central C, IV	29.4
Jefferson C, IV	28.0
Kemper Military Sch and C, IV	17.9
Metropolitan CC, IV	33.5
Mineral Area C, IV	27.0
Moberly Area JC, IV	22.9
North Central Missouri C, IV	24.8
St Charles County CC, IV	25.2
State Fair CC, IV	26.5
Stephens C, IIB	24.7
Three Rivers CC, IV	22.5

MONTANA

Dawson CC, IV	28.4
Flathead Valley CC, IV	28.5
Miles CC, IV	25.8

NEBRASKA

Central CC, IV	20.5
Metropolitan CC, IV	26.5
Mid Plains Tech CC Northeast, IV	26.9
Northeast CC, IV	25.5
Southeast CC, IV	25.9
Western Nebraska CC, IV	24.0

NEVADA

Clark County CC, IV	32.9
Northern Nevada CC, IV	28.6
Truckee Meadows CC, IV	34.8
Western Nevada CC, IV	30.3

NEW JERSEY

Berkeley Sch C of Business, IV	21.5

NEW MEXICO

Eastern New Mexico U Clovis, IV	24.3
New Mexico JC, IV	29.8
Saint John's C, IIB	32.6

NEW YORK

Friends World C, IIB	24.5
Sarah Lawrence C, IIB	45.0

NORTH CAROLINA

Alamance CC, IV	26.7
Anson CC, IV	25.6
Asheville Buncombe Tech CC, IV	27.9
Beaufort County CC, IV	25.1
Bladen CC, IV	22.5
Blue Ridge CC, IV	27.5
Brunswick CC, IV	22.9
Caldwell CC and Tech Inst, IV	26.6
Cape Fear Tech Inst, IV	29.5
Carteret CC, IV	23.8
Catawba Valley CC, IV	28.3
Central Carolina CC, IV	26.9
Central Piedmont CC, IV	30.4
Cleveland CC, IV	25.1
Coastal Carolina CC, IV	26.8
Craven CC, IV	25.7
Davidson County CC, IV	32.7
Durham Tech CC, IV	27.1
Edgecombe CC, IV	24.1
Fayetteville Tech CC, IV	27.6
Forsyth Tech C, IV	31.0
Gaston C, IV	28.7
Guilford Tech CC, IV	28.4
Halifax CC, IV	23.5
Haywood CC, IV	25.6
Isothermal CC, IV	25.9
James Sprunt CC, IV	23.8
Johnston CC, IV	23.1
Lees-McRae C, IV	22.6
Lenoir CC, IV	25.3
Martin CC, IV	23.7
Mayland CC, IV	25.5
McDowell Tech CC, IV	24.0
Mitchell CC, IV	24.5
Montgomery CC, IV	22.1
Mount Olive C, IIB	26.4
Nash CC, IV	26.4
Pamlico CC, IV	22.0
Piedmont Bible C, IIB	14.8
Piedmont CC, IV	22.6
Pitt CC, IV	26.0
Randolph CC, IV	25.4
Richmond CC, IV	27.3
Roanoke-Chowan CC, IV	26.4
Robeson CC, IV	24.0
Rockingham CC, IV	26.4
Rowan-Cabarrus CC, IV	24.0
Sampson CC, IV	24.3
Sandhills CC, IV	29.0
Southeastern CC, IV	25.5
Southwestern CC, IV	24.6
Stanly CC, IV	27.0
Surry CC, IV	26.6
Tri-County CC, IV	21.5
Vance-Granville CC, IV	23.9
Wake Tech CC, IV	26.4
Wayne CC, IV	25.8
Western Piedmont CC, IV	26.6
Wilkes CC, IV	28.6
Wilson Tech CC, IV	27.6

NORTH DAKOTA

North Dakota St C of Science, IV	28.3
North Dakota St U Bottineau, IV	27.2
U of North Dakota Lake Region, IV	26.3

OHIO

Cincinnati Tech C, IV	29.0
Lakeland CC, IV	40.8

OKLAHOMA

Bartlesville Wesleyan C, IIB	21.9
Carl Albert JC, IV	27.0
Connors St C, IV	27.7
Eastern Oklahoma St C, IV	29.0
El Reno JC, IV	29.0
Murray St C, IV	26.1
Northeastern Oklahoma A&M C, IV	29.7
Northern Oklahoma C, IV	28.3
Oklahoma City CC, IV	30.9
Rogers St C, IV	26.6
Rose St C, IV	29.9
Saint Gregory's C, IV	23.9
Seminole JC, IV	26.3
Tulsa JC, IV	30.4
Western Oklahoma St C, IV	29.4

OREGON

Bassist C, IV	23.9
Blue Mountain CC, IV	33.8
Chemeketa CC, IV	33.0
Clackamas CC, IV	33.0
Clatsop CC, IV	28.6
Lane CC, IV	31.7
Linn-Benton CC, IV	31.4
Mount Angel Seminary, IIB	18.1
Mt Hood CC, IV	36.4
Pacific Northwest C of Art, IIB	20.4
Portland CC, IV	33.7
Rogue CC, IV	30.7
Southwestern Oregon CC, IV	32.6
Umpqua CC, IV	30.0

RHODE ISLAND

Roger Williams C, IIB	39.4

SOUTH CAROLINA

Columbia Bible C and Seminary, IIA	23.1
Florence Darlington Tech C, IV	27.2
Midlands Tech C, IV	27.6
Spartanburg Methodist C, IV	26.5
Spartanburg Tech C, IV	24.2
Sumter Area Tech C, IV	25.0
Tech C of the Lowcountry, IV	22.6

SOUTH DAKOTA

Presentation C, IV	24.3

TENNESSEE

Free Will Baptist Bible C, IIB	22.4
Tomlinson C, IV	19.3

TEXAS

Alvin CC, IV	34.2
Amber U, IIB	30.2
Angelina C, IV	33.5
Austin CC, IV	31.1
Bee County C, IV	25.8
Blinn C, IV	26.8
Central Texas C, IV	29.1
Collin County CC Dist, IV	28.3
C of the Mainland, IV	34.6
Concordia Lutheran C, IV	21.9
Cooke County C, IV	28.5
Dallas County CC District	
Brookhaven C, IV	36.1
Cedar Valley C, IV	34.1
Eastfield C, IV	39.1
El Centro C, IV	36.4
Mountain View C, IV	39.1
North Lake C, IV	36.5
Richland C, IV	38.4
El Paso County CC Dist, IV	31.6
Frank Phillips C, IV	31.0
Grayson County JC, IV	30.3
Hill C, IV	27.1
McLennan CC, IV	32.7
Midland C, IV	33.7
Navarro C, IV	28.7
North Harris County C Dist, IV	30.3
Paris JC, IV	27.2
Ranger JC, IV	23.6
San Jacinto C, IV	32.9
Southwest Texas JC, IV	33.3
Temple JC, IV	32.4
Texas Southmost C, IV	30.3
Texas St Tech Inst	
Harlingen, IV	26.6
Waco, IV	27.3
Trinity Valley CC, IV	27.8
Tyler JC, IV	30.6
Victoria C, IV	33.9
Wharton County JC, IV	31.2

UTAH

C of Eastern Utah, IV	26.1
Utah Valley CC, IV	27.9

VERMONT

Bennington C, IIB	33.5

VIRGINIA

Commonwealth C Hampton, IV	16.2
Southern Seminary C, IV	23.9

WASHINGTON

Bellevue CC, IV	32.0
Centralia C, IV	30.4
Columbia Basin C, IV	31.4
Grays Harbor C, IV	31.2
South Puget Sound CC, IV	29.3
Wenatchee Valley C, IV	28.1
Whatcom CC, IV	28.1

WISCONSIN

Chippewa Valley Tech C, IV	35.1
Milwaukee Area Tech C, IV	40.7
Milwaukee Inst of Art and Design, IIB	27.5
Nicolet Area Tech C, IV	32.0
Southwest Wisconsin Tech C, IV	31.4

WYOMING

Casper C, IV	29.9
Laramie County CC, IV	31.1

TRUST TERRITORY OF THE PACIFIC

CC of Micronesia, IV	12.2

TEACHER-EDUCATION UPDATE

■ Enrollment of potential teachers grew 61% from '85 to '89

■ Training is responsibility of whole college, consortium argues

■ College-school collaboration in training teachers seen as key

Enrollment in teacher-education programs increased about 61 per cent from 1985 to 1989, according to preliminary findings from a new survey by the American Association of Colleges for Teacher Education.

The total number of potential teachers, including undergraduate and graduate students enrolled full and part time, grew 11 per cent from 1987 to 1988, the survey found. The number of students enrolling in teacher education after earning an undergraduate degree in another field rose by 14 per cent.

"We're seeing a rekindling of interest in teaching as a field," says Gary R. Galluzzo, an associate professor of education at Western Kentucky University, who chairs the association's data advisory committee.

Mr. Galluzzo attributes part of the enrollment increase, now in its fourth consecutive year, to publicity about a teacher shortage.

"There are a lot of people out there who want to be teachers," he says. "They are saying something like, 'I really wanted to teach but when I came out of school there were no jobs.' Now they are showing up on our doorsteps."

The survey includes information from 73 representative institutions selected from among the association's 700 members.

■

Teacher training must become the responsibility of the entire university, not just the college of education, says a position paper issued by a consortium of state colleges and universities.

To that end, the statement says, faculty members in the arts and sciences, who have many future teachers in their undergraduate courses, must improve their teaching techniques so they are good models for those students.

The paper, "Teachers for the New World: A Statement of Principles," was drafted by members of the Renaissance Group, which was organized last year by the presidents and education deans of eight public universities.

The group, which for now will be limited to 15 institutions, was created as a voice for institutions with large teacher-education programs, says Thomas J. Switzer, dean of education at the University of Northern Iowa, which was instrumental in organizing the group.

"Institutions that prepare the vast majority of teachers are not well represented in discussions of the reform of teacher education," Mr. Switzer says. "Ours will be a proactive stance by colleges and universities with a long history of educating teachers."

Mr. Switzer, who is vice-chairman of the organization's executive committee, says the consortium decided to call itself the Renaissance Group because "the name had a sense of newness."

The group's paper says teacher education must be part of a prospective teacher's undergraduate curriculum and not be reserved for the final year. The paper also says a state's appropriate role in teacher education lies in establishing standards for graduates, not in involving itself in curricular decisions.

The eight-page statement is available free from Thomas J. Switzer, Dean of Education, University of Northern Iowa, Cedar Falls, Iowa 50614; (319) 273-2717.

■

The establishment of schools where professors and schoolteachers collaborate to train future teachers will be a key recommendation in the final report, due in October, of a project called "A Study of the Education of Educators," according to John I. Goodlad, the project director.

The study indicates that teacher-education students see practice teaching as the most valuable part of their preparation, but the part that receives the least attention, Mr. Goodlad said in a status report to educators at the annual meeting of the American Association for Higher Education this month.

"Teacher education is constructed within colleges and universities without much attention to what teachers should do in the schools," said Mr. Goodlad, a professor of education and director of the Center for Educational Renewal at the University of Washington.

With the creation of professional-development schools, also called practice schools or key schools, "faculty members from the arts and sciences and the education schools and teachers from the schools would work together" to reform the curriculum and to prepare teachers, he said.

The schools will be hard to set up, Mr. Goodlad said. "University people don't want school people on their turf," he said, "and parents don't want the schools experimenting on their kids."

—BEVERLY T. WATKINS

Record Number of Doctorates Awarded

Continued From Page A11

plines than in others. For example, 172 U.S. Asians earned engineering doctorates in 1989, while only 40 earned humanities doctorates. Similarly, 389 blacks earned education doctorates, but only 5 earned doctorates in physics and astronomy.

Foreign students have also tended to be represented disproportionately in certain disciplines, such as engineering and the physical sciences. Of those who earned engineering doctorates in 1989, non-U.S. citizens represented 55 per cent of the recipients whose citizenship was known.

The number of doctorate recipients from certain countries has increased dramatically in the last decade. In 1989, for example, 454 Chinese—most of them on temporary visas—received science doctorates. In 1979, no Chinese did.

Some campuses rely heavily on foreign scholars to meet their faculty needs in certain disciplines. However, many higher-education officials have warned that institutions—and the nation—must not become overly dependent on foreign doctorate recipients, because they represent an uncertain labor supply and because the nation needs to encourage more Americans to seek advanced degrees in certain disciplines.

Copies of the summary report of the 1989 doctorate recipients are available at no charge from the Division of Science Resources Studies, the National Science Foundation, 1800 G Street, N.W., Room L-602, Washington 20550; (202) 634-4634. ■

Disabled Ex-Student Sues Yale U.

NEW HAVEN

A former graduate student and teaching assistant at Yale University has sued the university, claiming she was denied employment and her status as a student this semester because of a disability.

The former graduate student in philosophy, Hope Brown, filed a lawsuit against the university in state court and filed complaints both with Connecticut's Commission on Human Rights and with the U.S. Department of Labor, seeking to be reinstated as a student and a teaching assistant. The lawsuit asks for more than $100,000 in damages.

Ms. Brown, who was diagnosed last year as having cyclothymia, a condition that is marked by alternating periods of elation and depression and treatable through medication, took a personal leave of absence from Yale. She was granted the leave last September, but then sought to return to the university two months later. Her request was denied.

In a letter to Ms. Brown, a university official said she was to remain on her scheduled leave of absence and would have to be examined by a university psychiatrist before she could return.

The university refused to comment on the case.

—DEBRA E. BLUM

Jury Awards $1-Million to Teacher in Tenure-Denial Case

Continued From Page A11

it had chosen to award a larger sum.

Many such lawsuits are filed in federal court under Title VII of the Civil Rights Act of 1964, which prohibits discrimination in hiring decisions. But they also may be filed in state court, particularly in states where jury trials are allowed, said George LaNoue, director of the policy-sciences graduate program at the University of Maryland's Baltimore County campus.

The co-author of a book on faculty discrimination litigation, Mr. LaNoue testified in the case as a witness for the school.

Mr. Clark and his lawyer, Godfrey Isaac, said they had sued in state court because California law permits such cases to be presented to juries. They felt a jury would be more sympathetic than a judge, they said.

The jury was made up of six whites, five Hispanics, and an Asian American.

Jerome Spanier, vice-president for academic affairs and dean of the Graduate School, said he thought the school's failure to hire more minority professors had "undeniably influenced the jury's thinking." At the trial, Mr. Clark's lawyer pointed out to the jury that no black, Hispanic, or Asian-American professors had won tenure since the school was founded in 1920.

The Graduate School's 62 tenured professors now include three minority-group members—a black, a Hispanic, and an Asian American. All received tenure after 1986.

Catherine Hagen, a lawyer for the college, said it would appeal the decision on grounds that inappropriate evidence had been admitted in the case and the jury had been instructed improperly by the judge.

Meeting Did Take Place

Mr. Clark, who in 1984 was an assistant professor of education at the school, and his white male colleagues agree that the meeting he overheard that day in the basement did in fact occur. But they differ sharply on what was discussed during the tenure review.

As he listened to his colleagues discuss his case, Mr. Clark said in the interview and in court testimony, he heard one voice say, "Us white people have rights, too." Mr. Clark recalled that another person said about him: "We all agree he has the potential for greatness, perhaps," but then added, "I really don't know how I would feel working with a black man."

One speaker, Mr. Clark continued, observed that "we're a private school and we're not under pressure to have minorities."

Mr. Clark and his lawyer, Godfrey Isaac, said they had sued in state court because California law permits such cases to be presented to juries.

The Graduate School is one of the Claremont Colleges, a consortium of six private institutions about 35 miles east of here.

Mr. Clark recalled that after overhearing the meeting, "I was stunned. I was in shock. I didn't know what to think. Thoughts were reeling through my mind, . . . but the message was loud and clear. They were talking about my race while evaluating me."

Mr. Clark said he had decided not to reveal what he had heard until his tenure case was decided. Within weeks, faculty members in his department voted 5 to 3 to award him tenure, but a college-wide tenure and promotion panel voted 4 to 1 against him. After unsuccessful attempts to appeal the decision, Mr. Clark left Claremont in 1985, and has been a lecturer in Afro-ethnic studies at California State University at Fullerton for the last two years.

At the trial, administrators and faculty members told a different story, challenging Mr. Clark's version of the meeting. Their testimony, Ms. Hagen said, showed that the comment about white people having rights was not related to Mr. Clark's tenure, but was a "joke" concerning one faculty member's complaint that Mr. Clark had a higher salary than he did. Ms. Hagen also said that during the meeting, "it was said that he did have potential for greatness, but that it was too bad his publication record was not up to snuff and he did not have the volume he needed."

The professor accused by Mr. Clark of making a remark about working with a black man "absolutely denies" it, Ms. Hagen said. What he did say in the meeting, she asserted, was: "We ought to discuss the fact that Clark is black, and since he is so close to the line [of meeting the tenure standards] he ought to be given the benefit of the doubt because he is black."

'A Believable Witness'

In a statement after the verdict, the school said that Mr. Clark's tenure case had been handled "fairly and equitably," and with no trace of racial discrimination. It was "a case of Mr. Clark's version of the truth versus what we know to be the truth," said Mr. Spanier, the graduate-school dean.

But Mr. Isaac, the lawyer for Mr. Clark, said his client had convinced the jury because he was "a believable, dignified witness and they were not."

Another important issue at the trial was Mr. Clark's publication record, which he said included one book, two journal articles, and a monograph. He considered it more than sufficient, but the college-wide panel maintained that it was inadequate. The panel also expressed concern over evaluations of Mr. Clark's teaching.

In addition to the $1-million, the jury awarded Mr. Clark $16,237 in punitive damages—the amount of cash the school had on hand at the end of its previous fiscal year.

—JACK McCURDY

FACT FILE: Average Faculty Salaries by Rank in Selected Fields, 1989-90

	278 Public Institutions						460 Private Institutions					
	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
Accounting	$55,971	$46,302	$40,166	$42,507	$27,746	$45,015	$55,567	$44,212	$36,615	$38,187	$28,334	$42,104
Agribusiness and agricultural production	45,111	34,601	30,126	—	22,303	38,639	41,488	33,906	29,812	—	—	32,309
Anthropology	48,624	36,618	29,670	28,530	—	41,030	48,735	38,518	29,891	28,232	—	38,921
Architecture and environmental design	47,280	40,663	33,832	32,190	—	41,906	48,624	36,987	30,682	—	30,096	37,046
Area and ethnic studies	50,653	40,312	33,252	—	29,154	41,423	52,439	41,730	31,035	—	—	44,167
Audiology and speech pathology	47,486	38,196	30,429	29,551	24,693	37,733	49,743	37,292	30,652	—	25,009	36,920
Business administration and management	52,714	43,653	38,573	40,025	25,801	43,057	50,669	41,208	34,320	34,360	25,999	39,671
Business and management	53,162	44,166	39,193	41,515	28,401	43,506	54,878	44,118	37,142	38,015	28,115	42,563
Business economics	50,220	41,126	36,107	35,686	25,391	42,198	49,495	40,073	33,880	34,134	26,628	39,584
Chemistry	48,095	38,290	30,765	29,661	23,064	41,813	47,014	35,360	29,367	27,512	24,074	39,595
Communications	46,431	37,207	30,087	28,786	24,284	34,936	44,035	36,395	28,651	26,705	23,185	33,124
Communications technologies	49,953	40,445	32,141	—	26,841	39,788	49,349	37,143	30,335	28,142	—	34,169
Computer and information science	52,702	44,020	37,548	39,322	26,943	41,650	50,596	41,050	34,385	34,979	25,131	38,244
Curriculum and instruction	45,499	37,732	30,772	29,398	24,567	37,747	52,274	40,671	30,596	—	—	39,885
Dramatic arts	46,087	35,783	28,737	26,751	23,914	35,698	43,026	33,994	27,583	26,211	24,544	33,109
Drawing	44,729	36,077	29,264	27,376	23,634	37,339	40,649	32,314	26,939	27,937	22,429	32,798
Economics	51,041	40,578	34,694	34,160	25,928	42,476	58,609	40,481	34,556	33,044	28,512	43,415
Education	47,250	38,464	30,975	30,072	23,883	38,736	43,089	34,279	28,355	27,003	23,674	34,516
Engineering	55,354	45,229	39,468	39,534	30,645	47,621	58,508	45,545	40,264	41,056	30,114	49,266
Engineering technologies	46,434	39,379	33,123	32,603	27,437	37,935	43,172	33,495	32,340	—	—	35,039
Foreign languages	47,351	36,985	29,690	27,471	22,637	36,765	43,748	35,301	28,873	27,008	23,847	34,354
Geography	48,046	37,753	30,847	29,573	25,665	39,761	51,056	35,380	30,317	—	—	40,759
Geological sciences	47,959	37,485	30,791	29,070	25,535	41,148	50,809	37,140	30,301	—	—	42,901
Health services technologies	46,138	36,383	30,468	27,633	25,793	34,429	47,673	37,315	29,898	29,139	22,731	33,108
Higher education administration	47,418	39,363	30,950	29,877	—	41,746	50,853	39,839	30,384	—	—	40,869
History	47,121	37,325	29,186	27,546	22,955	40,916	45,359	35,928	28,161	28,122	23,267	37,894
Home economics	47,064	36,998	30,732	29,736	23,706	34,812	39,537	33,295	28,600	—	23,959	30,955
Hotel/motel management	—	47,085	37,927	—	—	41,104	—	—	31,496	—	—	33,361
Letters	45,858	36,807	29,331	27,098	21,684	36,049	43,444	34,214	27,502	26,163	21,743	34,338
Library and archival sciences	46,638	37,075	30,008	25,094	25,168	34,531	43,263	32,371	28,169	—	26,220	30,968
Life sciences	46,391	37,361	30,751	29,172	22,779	40,261	44,090	34,515	28,812	27,228	22,485	36,720
Marketing management	55,625	45,561	41,502	44,606	26,826	46,608	58,865	45,318	41,093	41,079	26,575	44,580
Mathematics	48,183	38,803	31,832	30,879	22,846	38,191	47,013	36,456	29,978	30,209	22,708	36,394
Multi-interdisciplinary studies	46,096	37,158	29,518	28,322	25,394	34,954	48,504	35,493	30,884	—	—	39,250
Music	45,539	36,001	29,457	27,353	23,913	36,497	40,400	32,660	26,836	26,661	23,169	32,553
Nursing	48,193	37,342	30,727	29,448	25,602	33,006	41,021	32,512	27,618	27,233	23,696	29,480
Occupational therapy technology	—	37,473	32,488	—	27,698	33,899	—	34,858	28,616	—	—	30,542
Philosophy and religion	48,223	37,388	30,059	28,910	24,441	40,102	42,460	34,400	27,985	26,564	23,229	35,617
Physical education	46,760	38,183	31,383	29,240	25,533	36,146	40,413	34,306	27,738	27,600	23,202	30,975
Physical science	45,397	36,930	30,926	26,652	23,031	38,669	52,297	39,812	31,187	28,602	23,750	43,357
Physical therapy technology	49,303	39,239	32,518	—	27,524	36,493	—	38,903	32,636	—	27,335	33,776
Physics	49,004	39,546	32,678	30,482	23,945	42,494	51,602	38,136	31,377	30,536	22,528	42,883
Political science	47,401	37,880	29,859	28,462	24,350	39,532	46,901	36,919	29,239	27,524	25,985	37,921
Protective services	46,842	36,978	30,318	28,879	23,189	35,967	45,414	34,630	29,073	—	—	35,137
Psychology	47,107	37,793	30,408	29,002	23,896	39,811	45,214	34,867	28,713	27,245	21,607	36,648
Reading education	45,666	37,428	30,732	28,345	24,154	37,323	51,865	—	28,001	—	—	38,399
Secretarial and related programs	43,723	35,593	30,659	—	23,565	34,300	—	31,054	22,016	—	16,531	26,261
Social sciences	45,916	36,461	30,634	27,303	24,131	37,505	48,566	35,552	30,142	30,302	22,457	38,605
Sociology	46,786	37,359	30,178	28,361	24,542	38,886	44,091	34,448	28,791	26,687	23,999	35,310
Special education	47,213	37,908	31,148	29,014	25,388	39,190	46,916	35,507	27,799	25,203	—	34,780
Student counseling and personnel services	48,402	36,885	30,766	30,053	25,753	40,211	45,335	36,083	29,778	—	—	37,383
Teacher education, general programs	46,045	37,120	30,409	29,002	24,905	38,149	39,917	31,570	26,936	27,256	21,130	31,483
Theology	—	—	—	—	—	—	38,703	32,715	27,153	24,451	23,828	33,001
Visual and performing arts	44,505	35,692	28,842	27,274	24,637	35,208	42,095	34,417	27,693	27,570	23,074	33,931
Vocational and technical education	45,149	36,994	31,360	30,947	24,750	36,848	—	—	—	—	—	—
All major fields	**$47,953**	**$38,688**	**$32,022**	**$30,873**	**$24,572**	**$39,020**	**$46,438**	**$36,476**	**$30,250**	**$29,483**	**$23,951**	**$36,818**

Note: Data are based on reports from 278 public institutions that are members of the American Association of State Colleges and Universities and from 460 private colleges and universities.
* Includes data for new assistant professors.
— Indicates fewer than 10 positions in a rank or fewer than 50 of all ranks. The data are included in the averages for all ranks and for all fields.

SOURCE: COLLEGE ~~AND~~ UNIVERSITY PERSONNEL ASSOCIATION

Engineering Professors Are Still the Highest Paid

Continued From Page A1

palachian State University. Mr. Howe directed the survey, which was conducted for the College and University Personnel Association.

For faculty members of all ranks and disciplines, annual salaries at the start of the current academic year averaged $36,818 at private institutions and $39,020 at public institutions, according to the survey.

At private colleges and universities, engineering faculty members of all ranks earned an average of $49,266—34 per cent more than the average salary for all faculty members. At public institutions, engineering faculty members earned an average of $47,621—22 per cent more than the average for all professors, the survey found.

Higher Rate at Public Colleges

For the second consecutive year, the growth in faculty salaries at public institutions outpaced the salaries' growth on private campuses. Faculty members at private colleges and universities earned an average of 2.6 per cent more than last year, while those at public institutions were paid 5.6 per cent more.

An annual survey by the American Association of University Professors also found an increase in earnings. Results of that survey, which examined faculty salaries at 1,800 colleges and universities by type of institution, by sex, and by geographic region, showed that the average college professor is earning 6.1 per cent more this year than last. (A list of salaries at the 1,800 institutions, as determined by the A.A.U.P. study, begins on Page A12.)

Mr. Howe said he expected that professors in such "hard-to-hire" disciplines as engineering, accounting, and physics would continue to receive the largest paychecks for at least several years, while faculty members in less-competitive fields would continue to earn lower-than-average salaries.

"There's nothing new in this year's study, and I don't see a time in the near future when things may change," Mr. Howe said.

While he said he did not anticipate a change in the job market that would raise nursing professors to the top of the payrolls, Mr. Howe predicted that average salaries in certain relatively new disciplines, such as nursing and communications, might begin to increase slightly as more faculty members become senior professors. Only 10 per cent of the faculty members teaching nursing in private colleges and universities are full professors, compared with 42 per cent in engineering.

"There's nothing new in this year's study, and I don't see a time in the near future when things may change."

For the first time, the personnel association's survey included salaries for professors in economics, institutional management, and marketing management. In all, 54 disciplines were examined. The association adds disciplines to its study after a certain number of institutions begin offering baccalaureate degrees in them.

Secretarial science, a business discipline, may soon become the first category to be eliminated from the study. Few institutions continue to offer separate degrees in the field, Mr. Howe said.

As in past years, the study found that faculty salaries in some disciplines had become "compressed"—that is, pay increases and sometimes even total salaries for senior professors lagged behind those of faculty members with less seniority. Typically, compression is found in the hard-to-hire fields, where competition for young scholars entering academe is most intense.

The study also confirmed another trend identified in previous surveys: Faculty members who had collective-bargaining contracts at public institutions again earned more than their counterparts who did not have such contracts. Faculty members who bargained with their institutions earned an average of 16 per cent more than their colleagues who did not.

The salary increases for professors with union contracts accounted for most of the 5.6-per-cent increase reported for public-institution professors over all, according to Mr. Howe.

Information on faculty salaries at public colleges and universities was obtained from a survey of 72,985 faculty members at 278 institutions that are members of the American Association of State Colleges and Universities, which co-sponsored the survey. Average faculty salaries at private universities were derived from a survey of 45,533 faculty members at 460 private colleges and universities.

Fringe Benefits Excluded

The figures represent 9- or 10-month salaries for full-time faculty members, and exclude fringe benefits and summer earnings.

Copies of the 1989-90 faculty-salary survey by rank and discipline are available to institutions that participated in the survey for $20, to CUPA members for $30, and to all others for $60 from the College and University Personnel Association, 1233 20th Street, N.W., Suite 503, Washington 20036; (202) 429-0311. Colleges may also purchase specially tailored studies that compare their average faculty salaries with those of a group of 10 or more similar institutions. ■

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A mathematician and an artist are combining their visions of the mystery and beauty of knots: Page A7.

In an experiment to promote good college teaching, Ball State University is trying a device called the teaching portfolio: Page A15.

College officials are worried about Congressional interest in taxing resales of stocks owned for only a short time: Page A21.

A bill in the House could make it difficult for foreign faculty members to immigrate to the United States, some college leaders fear: Page A21.

Fierce competition in the business of processing student-aid applications is bringing a promise of lower costs for students: Page A21.

A small technical college says it ought to receive the fruits of a legacy bequeathed in 1790 by Benjamin Franklin to Boston and Massachusetts: Page A29.

The president of the Student Association at the U. of Texas at Austin is the most controversial student leader the campus has seen: Page A33.

A top official of the African National Congress was acclaimed at South Africa's U. of Stellenbosch, an Afrikaner institution: Page A39.

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THE ALTERNATIVE: A 'DISASTER PLAN'

California's Colleges Wage Broad Campaign to Win Support for a Measure to Lift State's Voter-Imposed Spending Limit

By MARY CRYSTAL CAGE

BERKELEY, CAL.

Walter E. Hoadley, president of the California Alumni Association at the University of California's campus here, says he's beginning all his public addresses this year with a question: "What's the most important issue for higher education on the June 5 ballot?"

To his dismay, relatively few alumni and business leaders give the answer he's seeking: Proposition 111.

Mr. Hoadley says he isn't surprised—Proposition 111 is being hailed as the remedy to the traffic congestion that is choking California roadways. But because the proposition would also raise the voter-imposed limit on state spending, its passage would remove a major barrier to increased state financing for higher education.

Unless the state is allowed to spend more of the tax revenue it generates, higher-education officials say, California's public colleges and universities will be forced to limit enrollment, eliminate some academic programs, and substantially increase student fees. So while the initiative's chief proponents—California business leaders—talk about traffic and gridlock, higher-education officials have embarked on an unprecedented campaign to generate support for the measure among students, alumni, faculty members, and campus employees.

> **"If we don't pass Proposition 111, future generations will be deprived of an opportunity we take for granted."**

None of the proposition's opponents has been able to organize a major statewide campaign against it, but proponents must still overcome a formidable obstacle: California voters' long-standing aversion to tax increases. Political leaders—who expect the Proposition 111 race to be a close one—are trying to overcome that obstacle by persuading voters that the state's ability to finance public services for its rapidly growing population has been severely hampered.

Proposition 111 would increase California's ability to pay for services in two ways: It would double the state's 9-cent-a-gallon gasoline tax by 1994, to provide additional money for highway construction—hence the misperception among some voters that the proposition chiefly concerns transportation—and it would raise the state spending limit. The measure needs only a simple majority to pass.

To date, however, voters have approved only one statewide exemption to the spending limit since it was approved in 1979. The exemption—for public schools and community colleges—won a narrow victory in 1988 after a hard-fought campaign.

Among higher-education officials, fears about inadequate financing for

Continued on Page A28

Private-College Spending on Student Aid Found Up Sharply in 1980's

By JEAN EVANGELAUF

WASHINGTON

Spending by four-year private colleges and universities on student financial aid rose sharply in the 1980's and reached a record high of $2.335-billion in 1987-88, a report says.

In a statistical study released last week, the National Institute of Independent Colleges and Universities said that 59 per cent of all undergraduates at private colleges received aid from their institutions in 1987-88.

In 1980-81, private colleges spent $936-million of their own funds for student assistance, the report said. Fifty-three per cent of their undergraduates shared in that aid.

When adjusted for inflation, institutional spending on financial aid rose 87 per cent from 1980-81 to 1987-88, according to the study.

Richard F. Rosser, president of the independent-colleges group, said institutional-

Continued on Page A34

University Tries to Gauge Damage After Troubled Chief's Departure

American University, its leaders are telling the campus community, is strong enough to survive the personal tragedy of its president: Page A15.

Athletes' Academic and Off-Field Troubles Push Faculties to Demand Role in Sports Programs

By DOUGLAS LEDERMAN

STILLWATER, OKLA.

A movement toward greater faculty involvement in overseeing sports programs is blossoming in an unlikely setting: among some of the universities whose teams compete in the football-crazy Big Eight Conference.

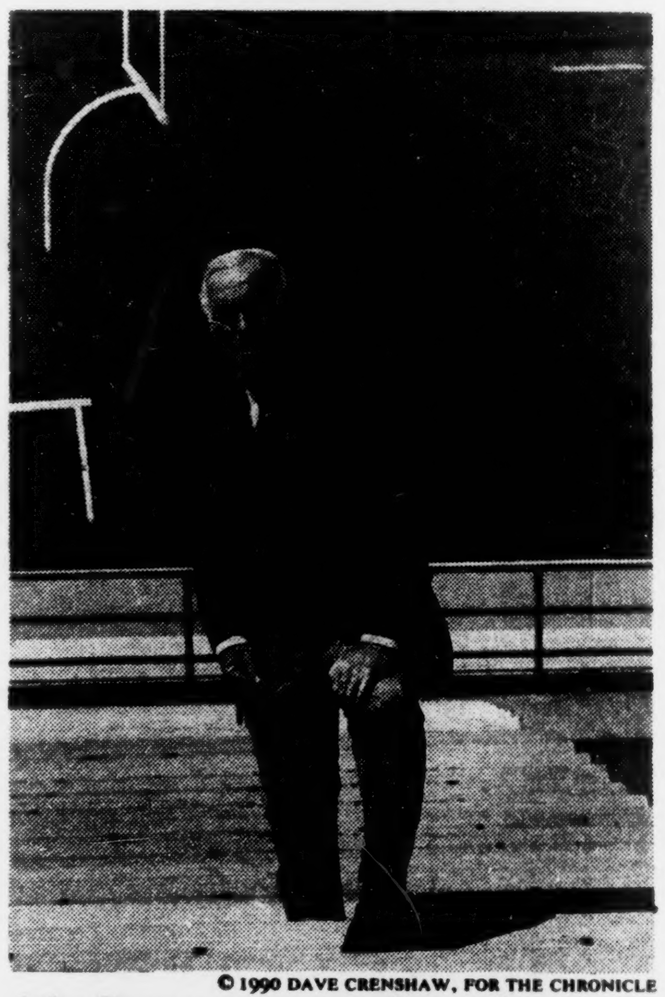
At Iowa State and Oklahoma State Universities, amid concern about the academic and off-field performance of athletes, faculty committees appointed by the institutions' presidents have called for stricter academic standards for athletes and for more faculty oversight of the sports programs. A University of Oklahoma panel established by the faculty senate to look at academic standards for students in all extracurricular activities, including athletics, will issue a report by early next fall.

Strong Traditions of Success

Oklahoma and Oklahoma State have strong traditions of sports success. In recent years, however, the athletics programs also have been marked by academic and disciplinary problems off the field, and faculty members say they and university officials have let the sports programs operate too independently.

"Here, like a lot of places, the athletic department has been off-limits to the faculty," says John Rooney, a professor of geography at Oklahoma State. "But if you look at institutions that have faced scandals of one sort or another, you will find the faculty are embarrassed and angry. Faculties are like a sleeping giant out there, all across the country. If you get

Continued on Page A35



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John Rooney, a geography professor at Oklahoma State: "Faculties are like a sleeping giant. If you get them mad enough they may finally do something."

MARGINALIA

Awful news (in a memo to the faculty at the College of Staten Island):

"The representatives to the College Council expire at the end of this semester."

■

From the Program Supplement at a conference of the American Association for Higher Education:

"Workshop S-20, 'Asian-American Studies: How to Start Up, How to Keep Going,' has been cancelled."

■

Ad for Passaic County Community College in *The New York Times:*

"The ESL Department is seeking qualified instructors for 3 full time, tenor-track positions for fall 1990."

Shucks; we're a baritone.

■

Same newspaper, same issue, in an ad for Kensington University:

"A Kensington University Degree is a mark of success and achievement. . . .

"Academic credit for lite experience."

Protests a reader at Ohio State: "I said *Bud* Light!"

■

From *Collegiate Times,* the student paper at Virginia Tech:

"Squires Student Center, after being refurbished with a new ballroom, sprinkler systems, dining facilities and more sunlight, is expected to be completed by next summer despite its current, unfinished appearance.

"The new Squires, started five years ago by architects Smithey and Boyton, has been fitted with an additional 11.4 million square feet and renovated to meet the demands of a college campus of the '90s."

Expecting an enrollment boom?

■

From *The Oregon Scientist:*

"If Oregon is going to meet that challenge there are several things that I believe we must do. . . .

"We need to martial all scientific resources, human and material. . . ."

You mean, restore the draft?

■

Announcement at the University of Evansville:

"The 1990 Initiation Banquet for The Honor Society of Phi Kappa Phi will be held on Friday, April 27, 1990. . . .

"Dr. John Tooley, Dean of the College of Engineering and Computer Science will present the evening's program. Consistent with recent emphases in the National Forum, his topic is

"Please respond on the enclosed form no later than Monday, April 21, 1990. If you have any questions, feel free to contact me."

Well, for starters . . . —C.G.

In Brief

Computer Virus's Author Given Probation, Fine

SYRACUSE, N.Y. — Robert T. Morris, Jr., the Cornell University graduate student convicted of releasing a computer "worm," was sentenced in U.S. District Court here this month to three years' probation and 400 hours of community service. He also was ordered to pay a $10,000 fine.

Mr. Morris created a rogue computer program that clogged some 6,000 computers on national networks and in research laboratories in December 1988.

Mr. Morris could have received up to five years in prison and a fine of up to $250,000. The more lenient sentence was based on the judge's decision that Mr. Morris had intended no malice when he sent the program over ARPAnet, the Defense Department's research network. Cornell suspended Mr. Morris after the incident.

Instructors End Walkout at Mass. 2-Year Colleges

BOSTON — Part-time faculty members at community colleges in Massachusetts returned to the bargaining table last week after a 14-day walkout over salaries.

Some 700 of the 1,500 faculty members teaching in the continuing-education evening division at 12 of the state's 15 community colleges went on strike April 24 after their demands for salary increases were not met. The faculty members, who are represented by the Massachusetts Community College Council, are paid an average of $1,050 for teaching a three-credit course. They have been without a contract since 1987 and have had no salary increases in seven years, said James F. Rice, the union's president.

The strike forced the cancellation of between one-third and one-half of all evening continuing-education classes, affecting as many as 15,000 students.

Students in 2 States Protest Proposed Cuts

Students at Rutgers University and the City University of New York continued their protests last week of budget cuts proposed by their respective state legislatures that could lead to double-digit tuition increases.

At the Rutgers campus in New Brunswick, students demanding a tuition freeze have occupied Milledoler Hall since May 1. A freeze is unlikely, because a shortfall in state revenues has led to a proposed 10-per-cent cut in New Jersey's higher-education budget.

T. Alexander Pond, the acting president of Rutgers, has recommended a 10.8-per-cent tuition increase to help make up the difference.

In New York, meanwhile, students marched across the Queensboro Bridge into Manhattan and took over buildings on three CUNY campuses as part of a series of demonstrations that began April 30. Some New York lawmakers have proposed trimming $23-million from the system's budget.

Biology Student Files Suit Over Frog Dissection

STONY BROOK, N.Y.—Claiming that a dissection requirement in a biology course violated her constitutional rights, a student has sued the State University of New York at Stony Brook to force it to offer a substitute exercise.

Jennifer Routh has charged that the frog dissection required in the course violated her moral and religious beliefs. Ms. Routh belongs to an animal-rights group on the campus and is a vegetarian.

Gary Francione, the lawyer who filed the suit, said university officials told Ms. Routh that she would receive a failing grade if she did not participate in the laboratory exercises. Ms. Routh attended and received credit for the lab even though her partner performed the dissection, Mr. Francione said.

Barbara L. Bentley, who teaches the course, said she had told the class about the requirement at a point when they could still drop classes without penalty. She said Ms. Routh could have enrolled in other courses that did not require dissection to fulfill a natural-sciences requirement.

Navy Says It Won't Seek Refunds From Gay Cadets

WASHINGTON — Two cadets who were expelled from the U.S. Navy's Reserve Officer Training Corps after informing their commanders they were homosexual will not be forced to repay their R.O.T.C. scholarships.

Bruce E. Williams, a spokesman for the Navy, said it had reviewed the cases of the two cadets and decided "not to seek recoupment."

Robert L. Bettiker, a student at the Massachusetts Institute of Technology, was expelled from the R.O.T.C. program there and ordered to repay $38,000 in scholarship funds after officials learned that he was gay. David Carney, a 1989 graduate of Harvard University, had been asked to repay about $50,000 in scholarships. After Mr. Carney graduated, he was on a leave of absence from the

Mills College Trustees May Reconsider Their Decision to Admit Men

AP/WIDE WORLD

Mills College students react emotionally to the trustees' decision to begin admitting men. The campus has been shut down by a strike since the vote.

OAKLAND, CAL.

In the face of a strike by students that has shut down the campus and threats by alumnae to withhold contributions, the trustees of Mills College indicated last week that they might reconsider their decision to admit men as undergraduates for the first time.

Students, alumnae, and faculty members of the 138-year-old liberal-arts college for women have been in an uproar since the trustees voted two weeks ago to admit men starting in the fall of 1991. The board said the decision was made to halt an enrollment decline that threatens the institution's fiscal stability. Men have been admitted as graduate students since the 1930's.

Plan to Increase Endowment

Last week the chairman of the trustees, F. Warren Hellman, said that the board might reconsider its decision if a concrete plan were developed to improve the college's financial health. Such a plan was quickly put together and submitted to him by the Alumnae Association of Mills College.

The association asked the trustees to delay the admission of men while it seeks to raise $10-million to add to the college's $72-million endowment. The group's plan also calls for it to increase alumnae contributions and to develop a phased-in plan to accomplish its goals.

The association said it would accept the admission of male undergraduates if the goals in its plan were not met in three to five years.

Linda Kay, executive director of the alumnae association, said she expected the proposal to be considered by the trustees at a meeting this week.

The proposal is designed to erase a deficit of about $100,000 in the college's annual budget of $24-million. Enrollment has dropped to this year's 777 undergraduates from about 900 students in the early 1970's. College officials have said an enrollment of at least 1,000 students is needed to meet operating expenses.

The alumnae association and faculty members said they also would join in efforts to enroll more women if the proposal is accepted.

Striking students said last week that they had taken over most of the college's administration offices. All but a few classes were canceled as most faculty members and students refused to cross picket lines. In one protest, Mr. Hellman, the board chairman, was hanged in effigy.

Student leaders said the strike would not end until the alumnae proposal or some other plan to accomplish the same goal was approved by the trustees.

—JACK McCURDY

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Student President's Criticism of U. of Texas Galvanizes Protests

Continued From Preceding Page

and members of various activist groups. Some 3,400 students voted in the run-off election, or about 7 per cent of the campus's approximately 50,000 students.

Ms. Luckett's campaign also benefited from the timing of the election, which was held in the week students began clearing out for spring break. "The kind of people that voted for me don't go to the beach for spring break," Ms. Luckett told a reporter from *The New York Times*.

4% of Students Are Black

Many students who took part in the election say they voted for Ms. Luckett primarily because they were tired of waiting for administrators to act on their complaints and because they viewed her as someone who would stand up to university officials. The students have been angered by what they say is a lackluster record of attracting and retaining minority students and faculty members.

Only 4 per cent of the students here are black; 10 per cent are Hispanic. Just 1.8 per cent of the university's faculty members are black, while 3.1 per cent are Hispanic. In contrast, about 23 per cent of the residents of Texas are Hispanic and 12 per cent are black, according to 1988 state estimates.

'Empowerment of Students'

Ms. Luckett says she hopes "to facilitate the empowerment of students" so they can demand changes from university administrators. "We need to deal with sexism, racism, and every kind of -ism there is," Ms. Luckett says. "We're living in America. If not here, where else?"

But some students say Ms. Luckett's efforts have alienated them. Among them is Larry Dubinski, president of the university's Interfraternity Council, which oversees 28 fraternities here.

He believes Ms. Luckett has unfairly blamed the fraternity system for much of the university's racial unrest in recent months. The incidents that served as catalysts for the recent wave of student protests occurred at fraternities last month. In one, fraternity members painted a car with racial epithets and then smashed it with a sledgehammer. The following day, members of another fraternity handed out T-shirts printed with a racial caricature.

Both fraternities, Delta Tau Delta and Phi Gamma Delta, have been suspended for one year, and the members have been required to take part in "multicultural training" sessions and perform community service.

Mr. Dubinski says the entire fraternity system should not be blamed for the actions of a few of its members. After the incidents, he adds, it took him 10 days to get Ms. Luckett to agree to sit down with him and discuss how to make fraternity members more sensitive to racial concerns.

"I admit that a lot of us need help in understanding how we can promote multiculturalism," he says. "But she dismisses all of us as rich white racists."

James W. Vick, vice-president for student affairs, says he is frustrated, but not surprised, by the confrontational approach Ms. Luckett has taken.

"One of my concerns is that we might lose some of the momentum toward solving problems if we convert a constructive process into one of confrontation," Mr. Vick says. "The students see any kind of deliberation, or the process itself, as a barrier. They view it as a delaying tactic."

> **"I admit that a lot of us need help understanding how we can promote multiculturalism. But she dismisses all of us as rich white racists."**

Ms. Luckett is more blunt than that. She says she believes President Cunningham is a racist who does not care about improving conditions for minority students or faculty members. After her election, Ms. Luckett says, she got a congratulatory letter from Mr. Cunningham, which she tossed aside, calling it worthless.

"If he's not intentionally racist, he's racist by omission, because he is not willing to use the power of his office to work to eliminate racism here," she says. "I think he ought to enroll himself in a multicultural course A.S.A.P." Ms. Luckett's contention that administrators are racist has remained unshaken despite several steps university officials have announced to deal with recent racial tensions and attract minorities to the campus.

Anti-Harassment Policies

In addition to disciplining the fraternities involved in the racial incidents, Mr. Cunningham has said he will approve policies against racial harassment that include hiring a race-relations counselor and adopting procedures to adjudicate complaints.

He has also instructed the university's deans to insure that courses reflect diverse cultures. And he has said he will establish seminars to educate faculty and staff members about "multiculturalism." Mr. Cunningham has also visited more than 100 high schools in predominately Hispanic and black neighborhoods, hoping to recruit students.

The way Ms. Luckett sees it, however, those efforts do little more than pay lip service to the problems facing the university. "It's all just rhetoric," she says. "I think most people here are fed up."

Ms. Luckett feels so strongly about her role in bringing problems to the forefront here that she plans to remain at the university throughout next year, even though she would be eligible to graduate at the end of the summer semester.

"I'm not going anywhere," she says. "We've got to keep the pressure on." ■

Private-College Spending on Student Aid Rose Sharply in 1980's

Continued From Page A1

aid budgets had soared because federal grants to needy students had fallen "absolutely dramatically."

Federal Grants Peaked in 1975

Federal spending on grants to undergraduates at private colleges peaked in 1975 and has declined steadily since then, according to the report.

Mr. Rosser said that in inflation-adjusted dollars, the federal government spent three and a half times more than private colleges on grants to private-college students in 1975-76; in 1987-88, private colleges spent nearly twice as much as the federal government.

"Our schools are trying to keep themselves accessible to students from all walks of life and all economic backgrounds," he said. "Our institutions are picking up this financial burden to provide choice."

Mr. Rosser discounted the argument that private colleges would face less pressure to increase spending on student financial aid if tuitions were kept level. "If tuitions were held down and we did not have the kind of institutional aid we've had, many students couldn't afford to attend college at all," he said.

He said he thought that families valued diversity and were willing to pay for it. "I don't think parents would want to send students to colleges where no one gets aid," he said. "Parents want a diverse student body."

Tuition does not cover the full cost of education, Mr. Rosser said, adding that even those students who pay full tuition had their educations subsidized by endowment and gift income.

> **"I don't think parents would want to send students to colleges where no one gets aid. Parents want a diverse student body."**

Mr. Rosser said he was concerned that continued growth in institutional student-aid spending could jeopardize the financial health of private colleges. "We've got to have better funding of student-aid programs at the federal level and in most of the states," he said.

Among the highlights of the report:

- Of the private-college aid awarded in 1987-88, 85 per cent was spent on grants and scholarships, 9 per cent was spent on work-study programs, 5 per cent was spent on loans, and 1 per cent was spent for other aid.
- Of the total institutional aid distributed in 1987-88, 69 per cent was awarded on the basis of financial need, 24 per cent was awarded on merit, and 7 per cent was awarded on other criteria.
- Forty-five per cent of undergraduates at private colleges received some form of need-based aid in 1987-88, while 21 per cent received aid based on merit or other criteria. Some of those students received both types of aid.
- The proportion of private-college educational expenditures budgeted for institutional aid reached 14 per cent in 1987-88, up from 10 per cent in 1980-81. In 1987-88 about one-fifth of the institutions spent 20 per cent or more of their educational budget on student aid.
- Endowment and gift income supplied 30 per cent of the money for need-based institutional grants in 1987-88, while tuition and revenue from other sources supplied 70 per cent.

The figures show variations in spending among different types of colleges. For example, doctoral universities spent $799.5-million on aid in 1987-88, and 47 per cent of their undergraduates received such aid. Comprehensive colleges and universities spent $656.5-million, and 55 per cent of their undergraduates received an award.

At liberal-arts colleges with selective admissions policies, spending on institutional aid totaled $479.6-million in 1987-88, and 61 per cent of the students received aid. At liberal-arts colleges with less-selective admissions policies, aid expenditures reached $399.5-million, with 63 per cent of the students receiving an award.

For 1988-89, $2.6-Billion

In 1988-89, private colleges spent an estimated $2.626-billion on aid to undergraduates and $1-billion on aid to graduate and professional students, according to the study.

The report's findings are based on a survey of 1,069 private colleges and universities, excluding such specialized institutions as music, medical, and theological colleges. The response rate to the survey was 40.7 per cent. The figures were statistically adjusted to represent all private four-year colleges. Because of a low response rate, figures for private two-year institutions were not available.

Copies of the 34-page report, "A Commitment to Access: Undergraduate Student Financial Assistance Provided Directly by Independent Colleges and Universities," are available for $8 each from N.I.I.C.U., 122 C Street, N.W., Suite 750, Washington 20001-2190; (202) 347-7520. ■

Trends in Undergraduate Student Aid Supplied by 4-Year Private Colleges

	1970-71	1980-81	1987-88
Grants	$317,997,000	$759,110,000	$1,993,979,000
Work-study	52,790,000	120,083,000	200,918,000
Loans	24,495,000	48,592,000	120,858,000
Other	1,913,000	7,716,000	19,570,000
Total	$397,194,000	$935,501,000	$2,335,325,000
Allocation of aid:			
Need-based	73%	70%	69%
Non–need-based	20%	21%	24%
Other	7%	9%	7%
Proportion of students receiving aid	44%	53%	59%
Aid budget as a proportion of educational and general spending	9%	10%	14%
Source of need-based grant aid:			
Endowment income	35%	36%	30%
Tuition and other	65%	64%	70%

Note: The figures are based on a survey of 1,069 private colleges and universities, excluding specialized institutions. The response rate to the survey was 40.7 per cent. The statistics were adjusted to represent all private four-year colleges.

SOURCE: NATIONAL INSTITUTE OF INDEPENDENT COLLEGES AND UNIVERSITIES

'Straight-Pride' Rallies Held at 2 Colleges

Students at the University of Massachusetts at Amherst and Mount Holyoke College have held rallies to promote what they called "straight pride" and the values of a heterosexual lifestyle.

The rallies sparked criticism from gay students, who said the demonstrators were homophobic.

About 150 people participated in a "straight-pride rally" at the University of Massachusetts. The demonstration, sponsored by Young Americans for Freedom, a conservative student organization, was billed as a celebration of marriage and family life.

About 200 people at the university showed up for a counterdemonstration led by the university's Lesbian, Bisexual, Gay Alliance. The alliance issued 11 demands to university administrators. Among other things, gay students want the institution to increase education about what they said was oppression on the campus and to hire a gay male therapist for the university's mental-health service.

At Mount Holyoke, about 20 students participated in a "heterosexual-awareness rally." Those who staged the rally said they were responding to Lesbian/Bisexual Awareness Week, held at the college in April. The rally prompted the college's president, Elizabeth T. Kennan, to establish a committee to assess "the quality of campus life for gays, lesbians, and bisexuals."

—MICHELE N-K COLLISON